ANNUAL REPORT

2013/14

FIRST PEOPLES' CULTURAL COUNCIL

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NOTE ABOUT LANGUAGE USAGE IN THIS DOCUMENT

For the purposes of this document, "First Nations" is used in reference to registered on- and off-reserve and non-status individuals and organizations original to British Columbia, while "Aboriginal" is used in reference to all Indigenous peoples in Canada, including First Nations, Inuit and Métis. First Peoples' Cultural Council programs, with the exception of the arts program, are developed specifically to support B.C. First Nations communities.

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MESSAGE FROM THE BOARD CHAIR

To the Honourable John Rustad, Minister of Aboriginal Relations and Reconciliation

On behalf of the Board of Directors of the First Peoples' Cultural Council, I am pleased to present our 2013/14 Annual Report.

The First Peoples' Cultural Council (FPCC) was established in 1990 through the First Peoples' Heritage, Language and Culture Act, which was designed to foster the growth of the unique Indigenous languages, arts and cultures in British Columbia. FPCC administers funds to support First Nations people in B.C. to preserve their linguistic and cultural heritage for future generations.

We had a successful and productive year in 2013/14, and are proud of what we achieved over the past 12 months. We continued to deliver language and arts programs that are not only recognized globally but that produce measureable results for B.C. First Nations communities and tangible benefits to the province as a whole. Our staff once again met or exceeded most of the performance targets set for them, working hard to develop and deliver programs and resources that help keep B.C. First Nations arts and languages vital. And our reputation continues to grow, both locally and around the globe.

Yet despite our successes we faced challenges in 2013/14 as well. As is the case every year, we had to stretch our budget and make difficult decisions in order to try to meet the myriad needs for support for language, arts and cultural revitalization across 203 First Nations communities within B.C.

One area that saw a lot of activity and growth last year was our arts programming. With new funding of $205,000 from the BC Arts Council, we introduced a new pilot program to support Aboriginal youth engagement in the arts over two years. By supporting projects that connect youth aged 15-24 with established artists through residencies, community-based workshops and collaborations in any artistic discipline we reach a new target audience, one that is vital to the future of our communities.

We also rolled out the first phase of the $600,000 we received from the Margaret A. Cargill Foundation. These funds were injected into the Aboriginal Arts Development Awards initiative, allowing us to support professional development for Aboriginal artists and arts leaders and managers in B.C. We also will use a portion to enhance our related outreach activities.

The arts department also orchestrated the Cultural Protocols and the Arts Forum, hosted at the En'owkin Centre on the Penticton Indian Reserve on March 3 and 4, 2014. The forum attracted approximately 80 artists, arts leaders and other community stakeholders from across Canada. We are currently developing the final report, as well as accompanying tools recommended by participants.

Our language department saw less growth last year, as the budget remained static and we have as yet been unable to replace previous revenues. However, we continued to optimize our resources by providing training and resources so that communities could further their own language revitalization efforts. Staff traveled into communities to meet with language champions and experts and to provide training workshops for FirstVoices and other FPCC language programs. We renamed the Language Authority and Language Plan Development Program to the Language Revitalization Planning Program and we produced and began implementing the new Guide to Policy and Planning for BC First Nations Communities – a tool that is proving to be useful for communities in all stages of their language work.

We renamed the Master-Apprentice program to Mentor-Apprentice and welcomed 12 brand new teams in 2013/14. And we continue to successfully deliver the Aboriginal Language Initiative (ALI) for the Department of Canadian Heritage.

A highlight in 2013/14 was the FPCC Annual General Meeting (AGM). Perhaps our best ever, last year's AGM was lively and interactive. Using the 'Open Space' format, we invited attendees to share their ideas and lead discussions on topics of interest to communities. In one session, a productive policy discussion resulted, the outcome of which will inform FPCC's own governance moving forward. In addition, we invited artists and language champions we had funded to come to the AGM and share their success stories.

In 2013/14, we saw a decline in consulting revenue. This was due to being unable to successfully implement the partnership project with Tibet due to political issues in China. That said, we still had a strong demand for consulting and continue to work

with communities in Alaska, Saskatchewan and Alberta. And we have a huge demand for guidance from communities that are not involved in FPCC programs, and as such have provided training on a cost-recovery basis.

Our reputation continues to grow overall, and we have been able to establish some valuable new partnerships that we expect will bear fruit in the coming years. We signed a Memorandum of Understanding with the Royal BC Museum in early 2013, and for much of last year have worked in partnership with the museum to create Our Living Languages (OLL). A highly interactive exhibition, OLL showcases the First Nations languages of B.C. and the people working hard to revitalize them. We are also partnering with the University of Victoria on two new research projects: one studying the impact of cultural programming on youth, and the other looking to develop language proficiency testing to create best practices for the Mentor-Apprentice program.

We ended the year with a balanced budget on expenditures of $4,098,000. The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Cultural Council for the year. There were a couple of significant variances from the budget. The Arts department received an increase of $205,000 from the BC Arts Council for a new Arts Program for youth that was announced later in the fiscal year. And FPCC developed two special projects this year, the "Cultural Protocols in the Arts Forum" and the "Our Living Languages Exhibit". These projects increased purchased services by $93,000.00.

Looking forward, we are excited for the OLL exhibition to open in June, 2014 for the start of its three-year run. In 2014/15, we intend to update the Status of B.C. First Nations Languages report, initially published in 2010. The update will not only provide insight into the progress made in language revitalization, but will also give us the information we need to make decisions around language priorities and also to approach funders for additional support to meet the most critical needs.

Of course we also look forward to continuing to support the efforts of the many language and arts champions around the province with whom we have worked in partnership over the past two decades. At this critical juncture, we hope that we can capitalize on the momentum of the past few years and garner the ongoing support we need to achieve our vision of thriving First Nations languages and cultures in B.C.

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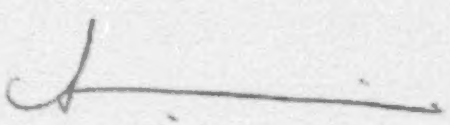


Lorna Williams
Chair of the Board of Directors

ACCOUNTABILITY STATEMENT

The 2013/14 First Peoples' Cultural Council Annual Report was prepared by the staff of the Council under the Board's direction in accordance with the Budget Transparency and Accountability Act and B.C. Reporting Principles. The report is consistent with the government's strategic priorities and fiscal plan. The Board is accountable for the contents of the report, including what has been included and how it has been reported. The information presented reflects the actual performance of the Council for the 12 months ended March 31, 2014 in relation to the 2013/14 – 2015/16 Service Plan, which was published in June 2013. The Board is responsible for ensuring internal controls are in place so that information is measured and reported accurately and in a timely fashion. The report contains estimates and interpretive information that represent the best judgment of management. Any changes in mandate, direction, goals, strategies, measures or targets made since the 2013/14 – 2015/16 Service Plan was released, and any significant limitations in the reliability of data, are identified in the report.

ORGANIZATIONAL OVERVIEW

The First Peoples' Cultural Council has been offering services and programs to support First Nations language, arts and culture revitalization in British Columbia since 1990.

Our role is to monitor the status of First Nations languages, cultures and arts, and to develop strategies that assist communities to recover and sustain their heritage. We serve our stakeholders and partners by providing programs and initiatives for heritage, language, arts and culture revitalization.

We serve 203 B.C. First Nations, 34 languages, 61 language dialects and a number of First Nations arts, culture and educational organizations. A complete list of languages is provided on page 40.

VISION AND MISSION

OUR VISION is one where "B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized and embraced by all citizens of B.C."

OUR MISSION is to provide leadership for the revitalization of First Nations languages, culture and arts in British Columbia.

OUR VALUES

Accountability – The Executive Director, Board and staff are directly accountable to the organization's stakeholders and to First Nations in B.C.

Transparency – Program procedures and decisions are open and transparent.

Results-based – Program delivery is efficient and outcome-based.

Collaboration – Programs are coordinated with other service providers and language groups to maximize benefits.

Integrity – All work is done with an overriding focus on cultural integrity and honesty.

LEGISLATION AND MANDATE

The First Peoples' Cultural Council was created by the provincial government in 1990 to administer the First Peoples' Heritage, Language and Culture program. The enabling legislation is the *First Peoples' Heritage, Language and Culture Act (FPHLC Act)*. See: *www.fpcc.ca/files/PDF/fphlcc-act-2011.pdf*

According to the *FPHLC Act*, our legislated mandate is to:

- Protect, revitalize and enhance First Nations' heritage, language, culture and arts.
- Increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities.
- Heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians.

The *FPHLC Act* was amended in 2011 to allow representation from all B.C. First Nation language groups on our Advisory Committee and to meet modern best practices for Crown corporations. For details on amendments to our legislation, please see the Governance section on page 8.

The First Peoples' Cultural Council operates according to a letter of expectations that outlines government's direction. Please see page 24 for information on the 2012/13 *Government's Letter of Expectations* and our planned actions to address it.

OUR STAKEHOLDERS

First Nations communities

First Nations artists

First Nations arts and culture organizations

First Nations language champions

First Nations language learners

First Nations schools

First Nations Elders

British Columbia residents

OUR KEY PARTNERS

Ministry of Aboriginal Relations and Reconciliation (MARR)

New Relationship Trust (NRT)

BC Arts Council

First Peoples' Cultural Foundation

Google

Department of Canadian Heritage (DCH)

Margaret A. Cargill Foundation

Canada Council for the Arts

First Nations Technology Council (FNTC)

Chief Atahm School

University of Victoria

En'owkin Centre

Royal B.C. Museum

University of Hawai'I at Mânoa

The LINGUIST List / Eastern Michigan University

Aboriginal Tourism BC (ATBC)

WHAT WE DO

- Facilitate opportunities for First Nations communities in B.C. to receive funding for language and arts projects
- Advise government on programs and issues related to First Nations languages, arts and culture
- Develop programs and community development resources to encourage the revitalization of First Nations languages, arts and culture
- Facilitate relationship-building opportunities between government and non-governmental entities and First Nations experts
- Offer a network of information and opportunities to First Nations artists and language champions
- Offer advice and assistance to First Nations funding applicants
- Educate and share information with people in B.C. about First Nations languages, arts and culture
- Advocate for B.C. First Nations languages, arts and culture
- Provide training in language revitalization, archiving and immersion programs
- Work in partnership with First Nations communities to revitalize and archive First Nations cultures and languages and restore fluency in First Nations languages
- Generate revenue by providing professional consulting services related to art and language revitalization in B.C., Canada and around the world

Language Programs

The B.C. Language Initiative (BCLI)
Supports projects to revitalize B.C. First Nations languages through documentation, immersion programs and material and curriculum development. First Nations communities and organizations are eligible to submit proposals. Note: the First Citizens' Fund (through the Ministry of Aboriginal Relations and Reconciliation) provides a key source of operating/ administrative dollars for FPCC.

Aboriginal Languages Initiative (ALI)
Funds support community and regional projects that maintain, revitalize and promote Aboriginal languages (funded by the Department of Canadian Heritage).

Language Immersion Programs
In 2007, the New Relationship Trust (NRT) and the Ministry of Aboriginal Relations and Reconciliation (MARR) committed to providing three years of annual funding for the development of four pilot language programs to meet priorities identified by First Nations language stakeholders. FPCC committed to funding the immersion projects in a second three-year cycle beginning in 2010/11 in order to build capacity and provide support in a graduated process that has been proven to create fluent speakers. The programs are:

Language Revitalization Planning Program[1]
Communities that speak the same language or dialects of the same language come together to create long-term language revitalization plans, share resources and serve as the decision-making bodies for their language and dialects.

Pre-School Language Nests
In these childcare environments, children aged 0–5 communicate only in their ancestral language to foster a new generation of fluent speakers. Parents are encouraged to participate and use the language in their homes.

Language and Culture Immersion Camps
Community members host culture and language immersion activities on the land for First Nations families, Elders, youth and children. Camps are based on traditional cultural activities and include multi-generational gatherings and language and culture immersion. Please note: this program is on hold until new funds are identified to reinstate it.

The Mentor-Apprentice Program[2]
This program pairs a committed language learner (the apprentice) with a fluent speaker (the mentor) for 300 hours a year of complete language immersion.

Note: All language program participants are selected through a juried peer review committee of B.C. First Nations language experts.

FirstVoices

An internationally recognized online Indigenous language documentation and teaching resource. FirstVoices provides state-of-the-art technologies, training and technical support to community language champions. For information, visit www.firstvoices.com

FirstVoices projects include:

FirstVoices Language Tutor – provides First Nations language students with access to graduated interactive Web-based vocabulary and conversation building exercises. The application keeps track of student progress for both student and teacher.

FirstVoices Language Lab – an iPad-based language-teaching app designed to deliver FirstVoices Language Tutor lesson content via a stand-alone portable language laboratory. No internet access is required for the Language Lab to run.

FirstVoices Mobile Apps – 12 interactive dictionary/ phrase apps for the iPod, iPad and iPhone, with 5 more on the way. The apps contain text, audio, image and video content and are available as free downloads from the iTunes store.

FirstVoices Chat – an Indigenous language texting app for Facebook Chat and Google Talk. The free app for the iPad, iTouch and iPhone is available at the Apple App Store. FirstVoices Chat provides custom keypads capable of texting in over 100 Indigenous languages in Canada, Australia, New Zealand and the USA.

1 Formerly called the Language Authority and Language Plan Development Program.

2 This program, previously called Master-Apprentice, changed its name to Mentor-Apprentice in 2013/14.

Endangered Languages Project

In 2011, Google.org contacted FPCC to request the organization's participation in a global initiative to create an online collaborative network for language champions around the world. After much consideration, First Peoples' decided to participate in this opportunity to raise the profile of language revitalization on a worldwide scale and to contribute to language work via information sharing. We became one of four founding partners of the project, and the website at *endangeredlanguages.com* was launched, with our input, in June 2012.

FPCC continues to guide the development of the site, which contains information on 3,170 Indigenous and other at-risk languages. Now that the site is live, a governance council, comprised of language revitalization experts from around the world, guides its development. FPCC retains key roles, chairing the governance council and leading outreach efforts for the project.

The Aboriginal Arts Development Awards (AADA)

are distributed to projects in four categories:

Individual – supports the creative or professional development of emerging Aboriginal artists working in any artistic discipline

Organization – supports either the capacity development of an arts organization, a specific project that the organization would not be able to undertake otherwise or a combination of both options

Sharing Traditional Arts Across Generations – supports the transmission of traditional artistic practices from one generation to another, often through a mentorship program or other form of training

Aboriginal Arts Administrator and Cultural Manager Internships – helps place an aspiring arts administrator in an internship position with an established organization or in a mentorship program

NOTE: All arts grant recipients are chosen by a juried peer review committee of established artists and arts administrators.

Aboriginal Youth Enganged in the Arts

Launched in 2013, this new pilot project supports community-based initiatives that connect youth aged 15-24 with established artists through residencies, community-based workshops and collaborations in any artistic discipline. Priority is given to projects that implement new, targeted youth engagement arts activities, especially in underserved, often remote reserve communities. If successful, and if funding can be sustained for this initiative, it will be continued as an annual initiative.

CORPORATE GOVERNANCE

OVERVIEW

The First Peoples' Cultural Council is governed by a Board of Directors comprised of up to 13 members. The work of the Board is further supported by three sub-committees: the Governance Committee, the Finance and Audit Committee and the HR and Compensation Committee. In addition, the Board is supported by a 34-member Advisory Committee, with one representative for each of the First Nations language groups in B.C. Both Board and Advisory Committee members serve a term of two years. Board members can serve a maximum of three terms; there is no limit to the number of terms an Advisory Committee member can serve.

CHANGES TO GOVERNING LEGISLATION AND SELECTION PROCESS

Our governing legislation was amended so that we can include representation from all B.C. First Nations language groups on our Advisory Committee and to meet modern best practices for Crown corporations. As a result, each language group is able to have a cultural representative to provide advice to the First Peoples' Cultural Council's Board and staff.

Membership on both the Advisory Committee and the Board of Directors are sought through an open application process, which was developed in May 2011 and is now managed by the Board's Governance Committee. This process is a departure from the previous selection process, whereby Advisory Committee members were nominated by B.C. Tribal Councils.

This open application process means that any B.C. First Nations individual, organization or community can nominate someone or apply for membership. The Advisory Committee and Board members will be recommended by the Governance Committee, while the Minister of Aboriginal Relations and Reconciliation will continue to approve all Board appointments.

The First Peoples' Cultural Council complies with the 12 disclosure requirements of the Best Practices Guidelines on Governance and Disclosure published by the Board Resourcing and Development Office. Please see the governance section of our website and download our Board Policies and Procedures Manual: *www.fpcc.ca/about-us/governance.*

GOVERNANCE PRINCIPLES

The First Peoples' Cultural Council follows the B.C. government's guiding principles on corporate governance for Crown agencies. Our Government's Letter of Expectations describes mandate, expectations, roles, responsibilities and accountabilities.

Governance policies for the First Peoples' Cultural Council are reviewed annually to ensure that they continue to meet the needs of the Council and are consistent with the government's guiding principles on Crown agency governance.

KEY ACCOUNTABILITIES

PRINCIPLE	HOW ACHIEVED
Incorporate First Nations cultural values into governance practices	Regularly consult with community stakeholders through Advisory Committee and Board of Directors
Include broad representation of B.C. First Nations language and cultural groups	Invite applicants through an open application process
Provide high-level strategic direction to staff	Board and Advisory Committee work with management on a macro-level
Continue to learn and to integrate latest governance principles	Board is committed to and participates in ongoing training; annual review of the policy manual
Make decisions based on what is best for the First Peoples' Cultural Council	Ongoing assessment of practice as compared to mandate to ensure the organization is on track

The First Peoples' Cultural Council's Board of Directors is accountable to the Minister of Aboriginal Relations and Reconciliation through the organization's annual service plan, annual report and through reporting on its transfer under agreement.

The organization is also accountable to B.C. First Nations and its other funders, including the New Relationship Trust, the Department of Canadian Heritage, the BC Arts Council, the Canada Council for the Arts and the Margaret A. Cargill Foundation.

ROLE OF THE BOARD OF DIRECTORS

The mandate of the Board is to govern the operations of the organization by setting direction and policy, providing leadership to the First Peoples' Cultural Council and advocating on behalf of members.

2013/14 Board of Directors

Dr. Lorna Williams, Chair
Gary Johnston, Vice-Chair
Laura Webb, Secretary / Treasurer
Clifford Atleo
Linda Bristol
Dr. Bill Cohen
Emma Donnessy
Marlene Erickson
Mike Willie
David Stevenson, Non-voting Government Representative

BOARD OPERATIONS

- The First Peoples' Cultural Council convenes quarterly Board meetings, supplemented by conference calls as needed
- Committees of the Board hold regular meetings by conference call
- Standing committees meet independently and report details back to the Board, with minutes sent to the Board for review
- At the AGM in October, the Board reports to the Advisory Committee and hosts workshops with Advisory Committee members to hear feedback on specific needs, programs and suggestions for improvement. This information guides the Board in setting organizational goals and strategies.

BOARD ACTIVITIES AND RESPONSIBILITIES

- Conducts strategic planning, including the annual service plan
- Undertakes budgetary planning and accepts these budgets by formal resolution
- Modifies and/or adopts plans to meet the routine demands of the First Peoples' Cultural Council
- Assesses and evaluates performance of FPCC through the annual report
- Retains and manages the relationship with the Executive Director
- Records faithfully for the corporate record any minutes of their meetings
- Reports to the Advisory Committee at the Annual General Meeting

BOARD COMMITTEES

The **Governance Committee** conducts all high-level business related to policy development and review of Board policies and administrative policies, but does not have authority for financial policy, which is the responsibility of the Finance and Audit Committee.

It also acts as a membership monitoring group to conduct all business relating to Board membership, monitors Board meeting attendance, reviews the status of Board membership, welcomes new members, issues communications to members and notifies those members whose terms will be expiring. The Governance Committee will also recommend membership to the Advisory Committee.

Members: Dr. Bill Cohen, Chair; Linda Bristol, David Stevenson, Mike Willie

The **Finance and Audit Committee** conducts all high-level business related to finance for the Board, such as budget review, audit review and financial policy development.

Members: Laura Webb, Chair; Marlene Erickson, Gary Johnston

The **HR and Compensation Committee** is responsible for hiring and evaluating the performance of the Executive Director, and making recommendations for her remuneration levels.

Members: Cliff Atleo, Chair; Emma Donnessy, Dr. Lorna Williams

Detailed descriptions of duties and terms of reference can be found on FPCC's website at: *www.fpcc.ca/about-us/governance.*

ROLE OF THE ADVISORY COMMITTEE

The Advisory Committee acts as a bridge to First Nations communities and brings community-based ideas and issues to the attention of the First Peoples' Cultural Council. Each member represents one of the 34 active First Nations language groups in B.C. Members meet once a year at the First

Peoples' Cultural Council's AGM and may attend additional meetings, subject to available resources.

Advisory Committee members are listed below with the language group they represent.

2013/14 Advisory Committee

Terry Badine, ᓂᐦᐃᔭᐘᐃᐣ (NÊHIYAWÊWIN) (CREE)
Marlene Erickson, DAKELH (CB')
Laura Webb, DANE-ZAA (Cᓀ ᑲ)
Emma Donnessy, DANEZĀGḪ'
WILAT Sue Alfred, NEDUT'EN / WET'SUWET'EN
Geraldine Solonas, TSE'KHENE
Odelia Dennis, TÁŁT/ᴧN
Angelina Stump, TSILHQOT'IN
LASANMĄ Sharon Shadow, TUTCHONE (SOUTHERN)
KHEIYAAKW Louise Parker, ƛINGIT
Marilyn Harry, ƐɣʔÁʔJUUTHEM
Pearl Harris, HUL'Q'UMI'NUM' / HALQ'EMÉYLEM / HƏNQƏMINƏM
STOLC'EL John Elliott, SENĆOṮEN / MALCHOSEN / LEKWUNGEN / SEMIAHMOO / T'SOU-KE
Gary Johnston, SḴWX̱WÚ7MESH SNICHIM
C'UPSINEK Martha Aspinall, NLE7KEPMXCIN
MAHUYA Dr. Bill Cohen, NSYILXCƏN
INTYANA SMUKWACA Deanna Leon-Cook, SECWEPEMCTSIN
WANOSTS'A7 Dr. Lorna Williams, STÁTIMCETS
SNXAKILA Clyde M. Tallio, NUXALK
Beverly Azak, NISGA'A
Theresa Lowther, SḾALGYAX
Deborah Mack, DIITIID7AATX
Frances Brown, HAILHZAQVLA
T'ɬALIS Mike Willie, KWAKWALA
Bernice Touchie, NUUĆAANUɬ
Lena Collins, OOWEKYALA
YAAHLDAAJII Gary P. Russ, X̱AAD KIL / X̱AAYDAA KIL (HAIDA)

Vacant Advisory Committee Positions (by language group):

ANISHNAUBEMOWIN
DENE K'E
KTUNAXA
SHE SHASHISHALHEM
GITSENIMX̱ SKEXS
XENAKSIALAKALA / XA"ISLAKALA

PEER REVIEW COMMITTEES

Aboriginal Arts Development Awards

Greg Coyes, CREE MÉTIS
Lee Claremont, MOHAWK
Angela Marston, COAST SALISH
Carol Young, HAIDA
Sharon Bird, CARRIER
Troy Hunter, KTUNAXA
Rose Spahan, COAST SALISH
Kamala Todd

Mentor-Apprentice Program Peer Review Committee Members

Hilda Nookemis, TSESHAHT, NUU-CHAH-NULTH
Carla Hees, BELLA BELLA
Leanna Gravelle, GRASMERE/TOBACCO PLAINS INDIAN BAND, KTUNAXA
Leanne Hinton, CALIFORNIA

Language Revitalization Planning Program

John Elliott, Tsartlip, SENĆOṮEN
Deanna Leon-Cook, SPLATSIN, SECWEPEMCTSIN
Evangeline Prevost, TSESHAHT, NUU-CHAH-NULTH
Carla Hees, BELLA BELLA

Aboriginal Language Initiative

Peter Morin, TAHLTAN
Mike Willie, KWAKWALA
Carla Hees, HEILTSUK, QAQAUAILAS LANGUAGE NEST
Kathy Brown, HEILTSUK

B.C. Language Initiative

Betty Wilson, SLIAMMON
Linda Bristol, T'SOUKE
Mandy Jimmie, NICOLA TRIBAL ASSOCIATION (NLE7KEPMXCIN)
Pearl Harris, STZ'UMINUS FIRST NATION

The Language Nest Program and FirstVoices did not have Peer Review Committees in 2013/14.

SENIOR MANAGEMENT

Tracey Herbert, Executive Director

OFFICE LOCATION

Brentwood Bay, B.C., on the Tsartlip First Nation

NOTES FOR ALL GOALS: Management strives to ensure information is accurate and unbiased by using internal tracking systems and consulting with outside experts. Where possible, using available resources, program evaluations are undertaken.

GOAL 1

To provide programs and resources to support B.C. First Nations communities in realizing their visions for the revitalization of their arts, culture and languages—so that the wealth of B.C. First Nations arts, culture and languages are preserved, accessible, recognized and valued.

STRATEGIES

- Support B.C. First Nations communities to mobilize around the revitalization of their arts, cultures and languages
- Deliver arts, culture and language funding to B.C. First Nations communities and organizations
- Develop and distribute effective community development tools and resources to build community capacity and to help B.C. First Nations communities develop and implement long-term plans and programming for arts, culture and language revitalization
- Use technology to archive all B.C. First Nations languages and create new tools and programming for arts, culture and language revitalization

DISCUSSION OF GOAL AND STRATEGIES

Providing programs and resources to B.C. First Nations to assist them to revitalize their language and culture is an essential part of our mandate. Therefore, this goal, and its accompanying strategies and performance measures are the most basic means of assessing our performance.

1.1 Number of arts projects funded

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
56	52	60	65	60	60

DISCUSSION

We use the number of arts projects funded as a performance target because it is the most basic way to monitor our support of Aboriginal artists in B.C. At the time of writing of the 2013/14 Strategic Plan, we set modest targets based on confirmed funding. We were able to attract new funding for arts programming. In 2013/14 we rolled out new funds from the Margaret Cargill Foundation, which allowed us to exceed targets in this area.

This year, we received 102 Aboriginal Arts Development Awards (AADA) applications, requesting a total of $1,282,680. Of the 102 applications, the impartial adjudication committee (made up of established artists in various fields and from diverse regions in B.C.) selected 65 projects to be awarded an AADA. The total amount distributed was $758,250. Here are the specifics:

CATEGORY	# OF APPLICANTS	TOTAL REQUESTED	# OF SUCCESSFUL APPLICANTS	TOTAL AWARDED	FUNDING PARTNER
Individual	49	$240,675	30	$147,225	BC Arts Council
Sharing Traditional Arts	16	$181,600	12	$135,200	BC Arts Council ($33,525); NRT ($71,675); MACF ($30,000)
Organizations and Collectives	27	$583,240	20	$387,180	MACF
Arts Administrator Internships	10	$277,165	3	$88,645	BC Arts Council ($9,322); NRT ($70,000); MACF ($9,323)
TOTAL	**102**	**$1,282,680**	**65**	**$758,250**	

Further information about the successful AADA applications can be found in Appendix 1.
The data for this measure is provided by the arts department's database.

1.2 Number of language/culture projects funded

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
78	65	55	74	55	55

DISCUSSION

As with performance measure 1.1, monitoring the numbers of language/culture projects we fund demonstrates our ability to support language immersion programs in B.C.

Due to fluctuations in annual funding, it has been challenging to come up with solid targets for this measure. We were unable to meet our target in 2012/13 due to reductions in funding from the Ministry of Aboriginal Relations and Reconciliation and the New Relationship Trust. We subsequently reduced the target to 55, but in 2013/14 we were able to exceed it significantly due to creative use of resources by language program staff. We will be reviewing the performance targets for this measure in the next Service Plan.

Here are the specifics of the program for this fiscal year:

CATEGORY	# OF APPLICANTS	TOTAL REQUESTED	# OF SUCCESSFUL APPLICANTS	TOTAL AWARDED	FUNDING PARTNER
B.C. Language Initiative	43	$665,082	13	$187,601	MARR ($37,602); NRT ($150,000)
Aboriginal Languages Initiative	30	$1,008,139	22	$720,960 approved ($648,864 distributed)	Canadian Heritage
Pre-school Language Nests	10	Multi-year program	10	$200,000	First Peoples' Cultural Foundation
Mentor-Apprentice	40	$592,000	17	$228,095	MARR ($126,400); NRT ($100,000)
Language Revitalization Planning Program	21	$357,000	10	$170,000	MARR ($70,000); NRT ($100,000)
TOTAL	**144**		**72**	**$1,506,656**	

For more information about the language / culture projects funded, please see Appendix 1. The data for this measure is provided by the language department's database.

1.3 Percentage of B.C. First Nations languages and dialects archived on FirstVoices

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
7.3%	8.12%	7.5%	8.7%	7.6%	7.7%

DISCUSSION

The percentage of B.C. First Nations languages and dialects archived on FirstVoices is an important indicator of how much is left to do before we can consider the First Nations languages of B.C. completely archived.

To calculate the percentage of B.C. First Nations languages and dialects archived, we multiply the average words in a language's lexicon by the 34 First Nations languages and 61 dialects in B.C. and then compare the number of entries archived at FirstVoices.com to that total.[3]

As of April 29, 2014, we have a total of 59,349 words and 30,852 phrases archived at FirstVoices.com, representing 8.7% of the 1,220,000 words and phrases that are required to complete the archives.

Performance targets have been maintained at a nominal increase of 0.1% per year, or 1,220 entries, to reflect budgetary uncertainties and recent decreases in funding for FirstVoices.com. However, as more communities gain web access and proficiency, we have been making advances in archiving and thus exceeded targets for the past two years. We will revisit targets in the upcoming Service Plan to reflect both the current status and projected rates.

The data for this measure is provided by the FirstVoices.com website database.

3 This formula uses an average lexicon of 20,000 words and phrases per language. This a number generally accepted by linguists to constitute a solid documentation effort, but may not represent each First Nations language exactly.

1.4 New FPCC resources to support language and arts projects

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
25	32	10	10	10	10

DISCUSSION

The work First Nations communities are undertaking to revitalize their arts, culture and languages is challenging and complex. And while funding support is critical for the success of these community initiatives, communities also need the guidance of experts and access to information and technologies to support their efforts. Accordingly, and in addition to direct funding, each year the First Peoples' Cultural Council creates and distributes a number of resources that support communities in their revitalization efforts.

We exceeded our targets significantly in 2011/12 and 2012/13; however, in the 2012/13 Service Plan, a decision was made to keep the targets for future years relatively low and stable (10 for the next three years) with the idea that with a small staff we could more realistically produce materials at a pace that would not increase dramatically from year to year.

In 2013/14 we met our target with efforts focused on language archives as well as two new language handbooks.

The Language Program team produced one resource in 2013–2014:

- Language Revitalization Planning Program: FPCC created a handbook for the program

The FirstVoices team facilitated/produced nine new resources over the past year:

- Language Tutors: FPCC produced Language Tutors for eight languages, each containing a minimum of 10 language lessons. Languages were: SHUSWAP, CARRIER SEKANI, SECWEPEMC (ESKET), GITSENMIX, HESQUIAHT, SECWEPEMC (SPI7UYSQUQLUTS), SECWEPEMC (SIMPCW), HALQ'EMEYLEM (TSAWWASSEN)
- Ibook and First Voices Stories: FPCC produced one ibook & FirstVoices stories resource (Kwakuitl)

The data for this measure is provided by the arts, language and FirstVoices department manager.

GOAL 2

To communicate effectively about the work of the First Peoples' Cultural Council to ensure it is seen as the go-to organization for government, First Nations leadership and the public for information, services and advice related to B.C. First Nations arts, culture and language issues.

STRATEGIES

- Promote and celebrate First Nations languages, arts and culture in B.C.
- Raise awareness about the current state of B.C. First Nations arts, culture and languages
- Inform B.C. First Nations communities, government and other key stakeholders about FPCC's programs, services, resources and partnership opportunities
- Expand our network of language champions, both within B.C. and globally

DISCUSSION OF GOAL AND STRATEGIES

The success of FPCC is based on the First Nations communities and individuals who apply for program funding and archive their languages at FirstVoices.com, on the trust and support of funders and First Nations leadership and on all who look to us for information and advice on B.C. First Nations languages and culture. The measures we have chosen for this goal reflect the importance of being a recognizable and respected organization with an online presence and targeted list of contacts who support our work and who can have an impact on our mandate.

2.1 Re-branding to increase awareness of organization

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
In progress: roll out new identity; develop tracking tools	Rebrand complete	N/A – discontinue measure	N/A – discontinue measure	N/A – discontinue measure	N/A – discontinue measure

DISCUSSION

The rebrand process is now complete, with our new brand successfully launched in May 2012 and subsequent communications to promote awareness of the brand also completed. This measure will be discontinued in future Service Plans and Annual Reports.

2.2 Number of communications contacts

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
4,749	5,463	4,100	8,288	4,200	4,300

DISCUSSION

Our communications contact list continues to grow. It includes individuals from government, the private sector, First Nations leadership, academics and artists, as well as many from a variety of backgrounds who follow us through social media channels. Our list of communications contacts includes (accurate as of April 25, 2014):

- 300 national arts administrators
- 36 B.C. and national arts administrators
- 46 FirstVoices administrators
- 74 Arts Map entries
- 17 Endangered Languages Project Governance Council members
- 6,621 Twitter followers (an increase of 2,248 from last year)[4]
- 907 Facebook Followers (an increase of 365 from last year)[5]
- 205 First Nations communities/Bands
- 234 electronic distribution contacts
- 148 arts listserve contacts

TOTAL CONTACTS: 8,288

We have exceeded our target in this area for the past three years, thanks largely to increased activity on social media pages. Although we will once again adjust our future targets in the next Service Plan accordingly, increases to the number of anticipated communications contacts via social media is hard to predict, and accurate totals may be misleading as some followers and contacts are likely counted more than once. For these reasons, we will continue to maintain a gradual increase in our targets.

The data for this measure is provided by our communications contacts database and our social media reports.

2.3 Website traffic to all FPCC websites

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	**2012/13**	**TARGET**	**ACTUAL**	**2014/15**	**2015/16**
465,557 Visits	576,337 Visits	380,000 Visits; 1,500 Downloads	676,797 Visits; 4,610 Downloads	385,000 Visits; 1,500 Downloads	390,000 Visits; 1,500 Downloads

DISCUSSION

Monitoring our website traffic is a valuable way to measure our ability to communicate our message. In 2010/2011 we switched from tracking hits to tracking visits, a methodology considered by experts to be a more accurate website measure.

In 2012/13, we launched the First Peoples Arts Map, which is now included in our tracking below.

In 2013/14, traffic to our websites was as follows:

Website Visits (tracking system)
FirstVoices.com (main website): 414,925 (FW)
FirstVoices.com (members' website): 33,271

4 Accurate as of April 24, 2014

5 Same as above

FirstVoices Kids: 85,075 (FW)
FirstVoices Language Tutor – Learner Website: 15,496 (FW)
FirstVoices Language Tutor – Builder Website: 15,018 (FW)
Fpcc.ca (FPCC main website): 37,160 (GA)
Maps.fphlcc.ca (Language Map): 70,995 (GA)
First Peoples Arts Map: 4,857

TOTAL VISITS: 676,797

FW = Funnel Web Analyzer GA = Google Analytics

The total number of visits exceeds the target number by more almost 300,000. We attribute this increase to the growing recognition of our organization and the work that is being done for First Nations languages, arts and cultures.

When examining the traffic to our individual sites, all but the FPCC main website and the language map experienced substantial increases in visits in 2013/14. Visits to the FPCC main site remained consistent with the previous year, whereas the Language Map saw a decrease of approximately 12%.

One site that received a spike in visits was the Language Tutor Builder website, which went from just over 4,000 visits in 2012/13 to more than 10,000 last year. This increase is accounted for by the level of activity with FirstVoices last year, whereby a number of participating communities focused their efforts on developing lessons using the tutor.

In addition to the number of visits to FPCC websites, in 2013/14 we started to measure the number of application downloads. We more than tripled our initial target of 1,500 app downloads and will revisit our targets for downloads in next year's service plan..

Data for this measure is provided through Google Analytics and Funnel Web Analyzer.

GOAL 3

To attract and retain a dedicated team of employees who contribute to the success of our organization and further our mandate.

STRATEGIES

- Provide a supportive working environment that fosters engagement, innovation and results
- Maximize use of limited resources

DISCUSSION OF GOAL AND STRATEGIES

This Goal was refined in the 2013/14 – 2015/16 Service Plan. It has a two-pronged strategic focus: on one hand to create a work environment that will encourage employee retention and satisfaction, and on the other to maximize the use of limited resources. There is one performance measure associated with this Goal.

3.1 Percentage of employees who say they are engaged or highly engaged

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
77%	78%	83%	N/A	85%	85%

DISCUSSION

Attracting and keeping engaged and motivated employees is essential to a well run and respected organization. Further, it depends on an efficient use of resources at hand.

We initially implemented and reported on this measure in 2011/12. The data used is gathered through an anonymous online survey. Staff participation is 100%. Although the survey is quite detailed, with 27 questions, based on the advice of our human resources consultant reporting is focused on eight questions, which are in turn based on eight key indicators used by the Conference Board of Canada as a barometer of employee engagement. We use the remaining 20 responses for our own internal planning.

At the start of 2013/14, we decided to do the survey every other year instead of annually, as we determined this would better show progress in this area. Accordingly, we have been implementing recommendations from last year's survey and continuing to work on team building. We will do the survey again in 2014/15 and will report on progress in the next Annual Report. Targets will be changed in the next Service Plan to reflect the change.

GOAL 4

To create a sustainable organization that attracts investments from a diverse base of funders.

STRATEGIES

- Develop and maintain good working relationships with our community partners, government funders and First Nations leadership
- Continue to develop the First Peoples' Cultural Council as a strategic, responsive, results based organization
- Attract investments and donations from provincial government ministries, the federal government, foundations and private sector partners
- Continue to seek resources to realize our goal of creating a First Peoples' Cultural Institute [6]

DISCUSSION OF GOAL AND STRATEGIES

This goal was combined with goal three above in the previous year's Service Plan. This year, we have separated it out and further refined this goal to focus on sustainability via secure and diverse funding to our organization. Accordingly, performance measures relate to fundraising, leveraging and cost sharing opportunities realized throughout the year.

Fundraising is shared with our sister organization, the First Peoples' Cultural Foundation. Over the past two years, we have worked with the Foundation to build up its governance and capacity to fundraise and we look forward to the further work we can do together in this area.

DESCRIPTION AND RATIONALE FOR PERFORMANCE MEASURE TARGETS

In accordance with the revised goal, we have modified our performance measures somewhat to provide more clarity and so that they will relate directly to the goal as stated.

4.1 Number of active partnerships on programs and special events

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
7	N/A	7	16	7	7

DISCUSSION

This performance target measures new and ongoing funding opportunities that are provided to FPCC through our partners. Our target is based on performance in 2011/12, where we exceeded our target of five to establish seven active partnerships.

In 2013/14, we saw a spike in the number of active partnerships as we embarked on new projects with the Royal B.C. Museum and University of Victoria, and solidified working relationships with additional members of the Endangered Languages Project (ELP) Governance Council.

In 2014/15 and beyond, we don't expect a similar increase in active partnerships as our efforts will be more internally focused. However, we will review this target in the next Service Plan to ensure it reflects ongoing partnerships.

6 See page 39 for more information on the First Peoples' Cultural Institute

4.2 Contacts and meetings with potential funders

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
N/A	N/A	25-50	32	25-50	25-50

DISCUSSION

This new target measures the relationship building by way of direct contact and meetings that the Chair and Executive Director have with potential funders. We set the target at an ambitious 25-50 meetings and contacts per year. In 2013/14, we held and attended 32 such meetings, which is square in the middle of the target range. We will likely keep this target at a similar amount in upcoming years.

4.3 Revenue from both new and ongoing sources

PAST PERFORMANCE		2013/14 PERFORMANCE		FUTURE PERFORMANCE	
2011/12	2012/13	TARGET	ACTUAL	2014/15	2015/16
Ongoing: $1.5M; New: $430K	Ongoing: $1.5M; New: $650K\	Ongoing: $1.5M; New: $650K	Ongoing: $1.6M; New: $674,600	Ongoing: $1.5M; New: $650K	Ongoing: $1.5M; New: $650K

DISCUSSION

The successful realization of our mandate requires stable ongoing sources of revenue with which we can support our initiatives. This new performance target measures revenue from new as well as existing sources. It includes funds provided by way of cost-sharing, matching funds and leveraging.

In 2013/14, we were able to attract $674,600 in new funds from 12 sources. In doing so, we exceeded our target slightly.

PERFORMANCE MANAGEMENT SYSTEMS

FORMAL PROGRAM REVIEWS

Formal reviews are conducted by independent experts, using data collected from program applicants, needs assessments, focus groups, individual applicant interviews and peer review committee recommendations and interviews.

FEEDBACK FROM PEER REVIEW COMMITTEES

Peer review committees are convened to make decisions regarding funding of projects. These committees of community and language experts also provide annual recommendations regarding programs, delivery materials, criteria, etc.

ADVISORY COMMITTEE FEEDBACK

Advisory Committee members provide feedback on the administration and delivery of our programs in their territories. They also advise the Board on policy development.

COLLECTION AND ANALYSIS OF STATISTICS ON CLIENT USE OF SERVICES

The First Peoples' Cultural Council collects statistics and analyzes feedback to evaluate usage and effectiveness of its programming and communications tools. These include statistics on funding applications, website visits, media hits, document downloads and feedback from arts outreach workshops. Also available is an online "language needs assessment" that tracks speakers and identifies community resources that can assist with language revitalization.

ANNUAL PERFORMANCE REVIEWS

The Board reports to the Advisory Committee at the Annual General Meeting and gathers feedback. Management and staff undergo an annual formal review process and there is also an annual Board evaluation process.

BENCHMARKING

The First Peoples' Cultural Council has no identical organizations with which to compare itself. The most comparable is likely the Woodland Cultural Centre, located in Brantford, Ontario, which has a similar mandate and serves the same number of First Nations, but has just six languages to protect, as compared to the 34 languages and 61 dialects in B.C. served by the Council.

In 2009/10, we determined the history, mandate and programs run by the Centre and in 2010/11, we were able to find out that the Woodland Cultural Centre has 12 full-time staff, which is similar to the number employed by the Council.

The majority of the Centre's funding comes from the federal level through the Department of Indian and Northern Affairs. This is in contrast to FPCC, which is funded largely at the provincial level by government and First Nations.

In terms of governance, the Centre has three reps (a band councilor and community representatives) from each of three communities for a total of nine reps: the Wahta Mohawks, Six Nations of the Grand River and the Mohawks of the Bay of Quinte. FPCC, by comparison, has representation on our Advisory Committee from all 34 First Nation languages in B.C.

KEY RISK AND CAPACITY ISSUES

RISK	RESPONSE
Decline in speakers and cultural experts • *The number of fluent and semi-fluent speakers is already low and declining* • *According to the Status of Languages Report, updated in 2014, most languages that were endangered in 2010 are now sleeping* • *There is a very limited window to work with speakers and cultural leaders*	We are taking a multi-pronged approach to language loss, including: • Striving to locate additional resources • Working with partners to maximize resources • Building knowledge capacity and eliminating overlap • Providing training and resources to communities so they can further their own efforts • Delivering funding for language immersion programs to communities • Using FirstVoices and other online and interactive language tools to increase access to users • Educating the public and policy makers on the value of languages and culture and on the positive impacts of investing in community based-programs on economic, health and educational outcomes
Scope of work • *B.C. has 34 distinct languages and 61 dialects as well as thousands of distinct cultural practices and traditional art forms* • *The sheer diversity of languages and cultures means that targeted resources are required in each language for the work to truly make an impact*	• We continually seek additional resources and strive to maximize the use of existing resources, including sharing technological innovations across multiple communities. • We support language families to develop plans and initiatives that unite communities divided by geography or political boundaries. This ensures that each language family has a single, committed strategy and can share resources effectively. • We developed a new policy at the 2013/14 AGM to ensure resources are spread across language groups and not focused solely in communities that have the best proposals.
Limited resources • *Limited funds are available for First Nations arts, languages and cultures* • *There is competition with other issues* • *First Nations arts, language and culture is not a top priority for many funders*	• We are working to educate policy and decision makers • We are raising the profile, locally and globally, of the importance of language, arts and cultural revitalization • We are raising the profile of the organization to be competitive for private sector and foundation funding though public education and marketing
Funding is not coordinated or targeted appropriately • *Funding that does exist is not targeted in a coordinated approach* • *Instead of supporting ongoing and established organizations and initiatives, funds are often earmarked for 'new' projects* • *Funds are often targeted at awareness, instead of the critical work of archiving and revitalization*	• We are partnering with organizations committed to similar values and goals • We work with policy and decision-makers to ensure funds are targeted in a coordinated and thus efficient way

KEY OPPORTUNITIES AND CAPACITY ISSUES

OPPORTUNITY	EFFECT ON RESULTS
To diversify funders • *A broader and more diverse funder base would contribute to fiscal resilience* • *Through the First Peoples' Cultural Foundation, we have an opportunity to access foundations and private sector resources*	• We are working with the First Peoples' Cultural Foundation to build relationships with organizations and private sector donors • We are working to educate potential funders about critical issues faced by First Nations • FPCC staff and the Board are contributing to fundraising plans
Technology use • *Technology is an efficient and cost effective way to reach individuals and communities across the province* • *More youth and First Nations across B.C. have access to their languages via technology*	• Several communities are using the FirstVoices Language Tutor to build state-of-the-art online language lessons • Communities and individuals continue to download and use apps • New Arts Map connects and profiles artists
Support from First Nations Leadership • *FPCC has unanimous support of First Nations Leadership* • *Leadership support positions FPCC as the trusted go-to organization for First Nations arts, language and culture revitalization in B.C.*	• FPCC continues to work with First Nations leadership to draft and implement solutions to the critical issues of language and cultural loss in our communities • FPCC partners with community language champions to promote our collective work in immersion programming and language documentation
Employment and capacity-building • *Our programs can build capacity and result in employment for First Nations within the cultural sector*	• We provide funding to communities and train individuals to work in a volunteer-capacity in the areas of language and culture • These cultural leaders have the opportunity to transition into full-time employment in their communities, thereby combining economic and cultural benefits • We are researching the possible benefits of transitioning our training to accredited courses

DISCUSSION ON CAPACITY

In 2013/14, as in previous years, the greatest challenge we face to achieving our mandate is the limited access to resources. This challenge is compounded by the scope of work and ever-decreasing window to access and work with Elders in our communities, who keep the knowledge of their unique languages and cultures. We continue to seek additional sources of revenue to increase our capacity to support language revitalization; to date, we have not had the level of success that we have encountered with the arts. Based on current levels of funding, we will simply not be able to stabilize many of B.C.'s languages.

GOVERNMENT'S LETTER OF EXPECTATIONS

The Government's Letter of Expectations is an agreement between the First Peoples' Cultural Council and the Government of British Columbia. It defines the roles and responsibilities of each, and includes high-level performance expectations, public policy issues and strategic priorities. It is reviewed and updated cooperatively once per year by FPCC and the Government of British Columbia.

STRATEGIC THEME	SPECIFIC GOVERNMENT DIRECTION	KEY ACTIONS OF THE FIRST PEOPLES' CULTURAL COUNCIL
Good Governance	Continue to monitor and review the implementation of regulations developed under the First Peoples' Heritage, Language and Culture Act (RSBC 2010) and the revised policy manual guidelines to assess level of compliance with the Board Resourcing and Development Office Best Practices Guidelines, as well as monitor and review the guidelines to ensure they meet these objectives: Representation from all B.C. First Nations language groups on its Advisory Committee Ability to adapt to governance changes as they occur in First Nations communities Enhancing FPCC's credibility among First Nations, with governments, funders and other partners. Complete by March 31, 2014.	In 2011/12, we implemented the amendments to the Act and the new appointment process via open call for the Advisory Committee and Board. In response to the specific objectives: We have a seat on the Advisory Committee for each of the B.C. First Nations language groups. Although a handful of seats are vacant, we continue to strive to fill these seats to ensure representation from all groups. The Board and staff review are responding to feedback regarding program delivery and policy at the last AGM. Furth r, the Board approved an updated staff administration and human resources manual in spring 2012; the manual is now being implemented. FPCC has established a high level of respect and credibility for our work and by continuing to operate based on our core guiding principles we have been able to maintain and enhance our reputation, both locally and globally.
Creating Awareness	Continue to organize and implement successful events and media releases that celebrate and raise public awareness about B.C. First Nations arts, culture and languages.	Over the past year, we have sent out a number of press releases announcing new products either developed by FPCC or by our funding recipients. Key announcements: signing of MOU with the Royal B.C. Museum; new Aboriginal Youth and the Arts program; launch of new Language Policy manual; releases of several new apps.
Meetings with MARR	Meet with the Ministry of Aboriginal Relations and Reconciliation on a quarterly basis to review the achievement of the goals, objectives, performance and financial targets and risk assessments identified in the Corporation's Service Plan and specific corporation accountabilities in the Letter of Expectations.	The FPCC Executive Director meets with the Assistant Deputy Minister on a regular basis. The FPCC Chair met once in 2013/14 with the Minister and has invited him to come to FPCC offices for another meeting on June 2, 2014.
Obligations to Shareholder	Fulfill obligations set out under the 2013 - 2014 Service Level Agreement between the government and FPCC.	We have continued to meet our obligations through reporting mechanisms such as the service plan and annual report.
Climate Change	Comply with government requirements to make the public sector carbon neutral	Overall, the values and practices of FPCC's organization, staff and Board reflect the long-standing First Nations values of environmental stewardship. We use local suppliers where possible, engage in virtual meetings to cut down on unnecessary travel, and print using forestry certified and recycled papers.

MANAGEMENT DISCUSSION & ANALYSIS

This discussion and analysis of the financial results from operations and financial position for the year ended March 31, 2014 should be read in conjunction with the audited financial statements and accompanying notes. Management has included some forward-looking statements, which we believe to be reasonable, based on information currently available, but these statements are subject to risks and uncertainties that may cause actual results to differ from those forward-looking statements.

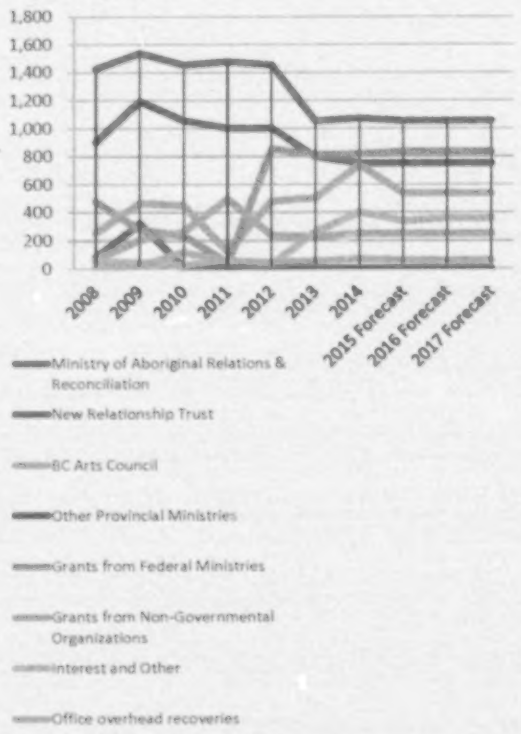
The Service Plan budget is a forecast approved by the Minister of Aboriginal Relations and Reconciliation. The Auditor's Report is unqualified and financial statements are considered to fairly represent the financial position and operations of the First Peoples' Cultural Council for the year ended March 31, 2014.

FPCC closed the year ended March 31, 2014 with a balanced budget on expenditures of $4,095,000. Table 1 provides a summary of operating results for the year (fiscal 2014) along with historical and forward-looking information. The forecast figures for 2015 through 2017 reflect the currently approved Service Plan for FPCC.

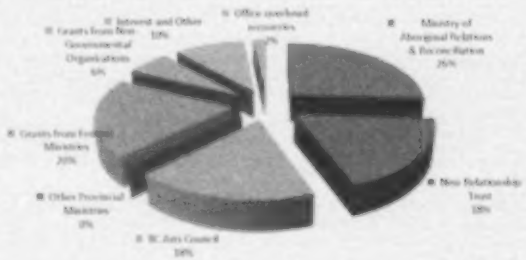
Service Plan Budget Forecast Versus Actuals

There were a few budget categories with variances from the Service Plan budget and the actuals. The commentary will only discuss those variances that are over 1% of the total gross budget for 2013/14. Due to the nature of how revenues flow into the organization, there are often updates to the approved Service Plan budget. Unlike other government departments with fixed budgets, FPCC acts as a non-profit and applies for funding by writing proposals throughout the fiscal year.

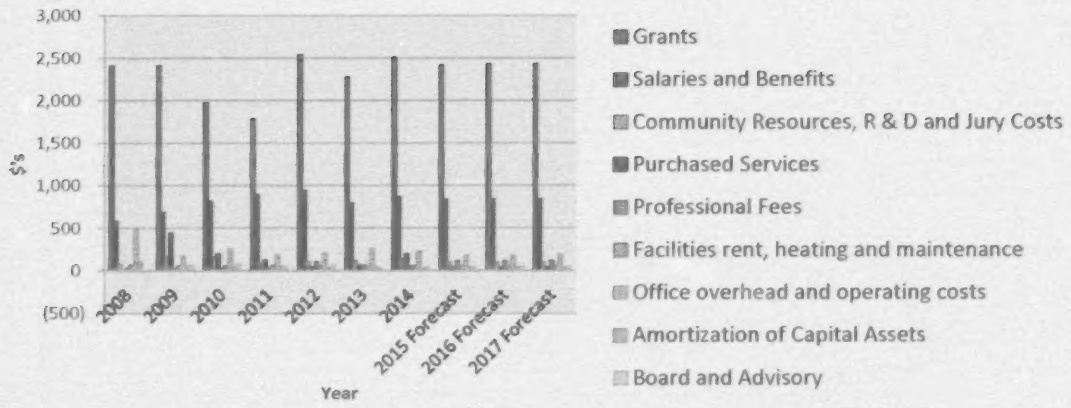
Revenue by Source - Dollars



Revenue Contributions by Source - 2013/14 Fiscal Year



Expenditures - Dollars



2013/14 Budget vs. Actual Comparison

This section is a comparison of actual results for 2013/14. Below we describe any variances over one percent of the 2013/14 gross budget. The Arts department received an increase of $260,000 from the BC Arts Council, including $200,000 for a new Arts Program for youth. An increase of $55,000 for the AADA program and funds for the ARTS Map and Arts Protocols Forum.FPCC delivered $117,000 more in grants due to multi year agreements some arts revenes were deferred to the next fiscal year.

Purchases Services increased significantly due to two special projects the "Cultural Protocols in the Arts Forum" and the "Our Living Languages Exhibit". These projects increased the purchased services by $176,000.00. First Nations contractors were hired for both projects. Audio Visual experts were contracted to develop some of the content for the "Our Living Languages Exhibit". The En'owkin Centre was contracted for the Arts Forum and funding was used to cover travel expenses for 50 participants.

2012/13 vs. 2013/14

This section is a comparison of previous years actual results for 2012/13 to the 2013/14 actuals. Below we describe any variances over one percent of the 2013/14 gross budget. As above there is an increase in Arts Program revenue of $235,000, which results in an increase of $229,000 in community grants from the previous year. There is an increase of $69,000 in Salary and Benefits due to staff returning from maternity leave and a new FTE attached to the special project funded by the RBCM "Our Living Language Exhibit". There is a difference of $127,000 in Purchased Services due to the special projects.

Capital Expenditures

There were no significant capital expenditures for fiscal 2014 and additions consisted primarily of computer equipment replaced during the year.

Net Assets and Liquidity

cash balances at March 31, 2014 amounted to $527,000 a decrease of $146,000 from the previous year.

SUMMARY FINANCIAL INFORMATION

	2010	2011	2012	2013	2014	Service Plan	Budget	Year	2015	2016	2017
	Actual	Actual	Actual	Actual	Actual	Budget	Variance	Variance	Forecast	Forecast	Forecast
Revenues											
Ministry of Aboriginal Relations & Reconciliation	1,451	1,476	1,451	1,051	1,071	1,051	20	20	1,051	1,051	1,051
New Relationship Trust	1,055	1,000	1,000	797	750	750	0	(47)	750	750	750
BC Arts Council	450	123	480	505	740	480	260	235	535	535	535
Other Provincial Ministries	14	0	0	0	0	0	0	0	0	0	0
Grants from Federal Ministries	236	43	852	811	817	834	(17)	6	834	834	834
Grants from Non-Governmental Organizations	264	496	237	230	249	250	(1)	19	250	250	250
Interest and Other	23	63	31	261	400	383	18	139	339	359	359
Office overhead recoveries	117	54	47	54	68	59	9	14	59	57	59
Total revenue	3,610	3,255	4,098	3,709	4,095	3,807	289	386	3,818	3,836	3,838
Expenditures											
Grants	1,970	1,786	2,536	2,275	2,504	2,388	(117)	229	2,414	2,426	2,427
Salaries and Benefits	813	890	941	795	864	829	(35)	69	834	841	841
Community Resources, R & D and Jury Costs	160	86	109	112	136	111	(25)	24	97	97	97
Purchased Services	198	125	37	72	199	23	(176)	127	37	37	37
Professional Fees	22	28	106	62	50	88	38	(12)	113	113	113
Facilities rent, heating and maintenance	59	64	58	57	56	57	1	(1)	57	57	57
Office overhead and operating costs	256	186	210	258	226	228	2	(32)	183	182	183
Amortization of Capital Assets	53	48	38	39	17	40	23	(22)	40	40	40
Board and Advisory	79	42	63	39	43	43	(0)	4	43	43	43
Total Expenses	3,610	3,255	4,098	3,709	4,095	3,807	(289)	386	3,818	3,836	3,838
Excess (Deficiency) of Revenue over Expenses		0	0	0	0	0	0	0	0	0	0
Capital Expenditure	0.00	0.00	0.00	15	23	16	(8)	15	15	15	15
Staffing (Actual and Budgeted FTE)	9	9	9	9	10	10	0	10	12	12	12
Total Debt	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00	0.00	0.00	0.00
Accumulated Surplus	384	384	384	384	384	384			384	384	384

MAJOR RISKS AND OPPORTUNITIES THAT AFFECTED FINANCIAL PERFORMANCE, THEIR IMPACT ON FINANCIAL RESULTS AND HOW THE IMPACT WAS MANAGED OR MITIGATED

Increased Revenue in the Arts

The FPCC arts program has been attracting additional investments from funders. The FPCC arts department launched the new Aboriginal Youth in the Arts program this year through new funding from the BC Arts Council, a long-standing partner of FPCC. The Arts department has been working closely with the Margaret A. Cargill Foundation to ensure delivery of the new resources that were committed for three years for existing programs and outreach to artists.

Capacity in Language Programming

The FirstVoices program is stressed to maintain operations and upgrade technologies as the funding agencies that previously contributed to FirstVoices have discontinued their technology funding programs. Though we have excellent staff in place they are spread thin and with increasing demand for access to FirstVoices it is unlikely we can maintain the same level of quality services our stakeholders have come to expect. FPCC is actively seeking partnerships to support this important work, which is key to ensuring First Nations languages are documented before all the fluent speakers have left us.

Internal Organizational Capacity to Manage Data

Reporting requirements continue to be a challenge for a small organization with a modest budget to manage programs and accountabilities. The issue is difficult to mitigate as many funding partners invest in FPCC programs but do not contribute funds to support the administrative capacity of the organization. Yet the demand for program specific data from funders is increasing as funders have many worthy organizations competing for their support and they require additional detailed data on the impact there is funding having in communities. The reporting requirement pressures can be mitigated by using technology for data collection and analysis. FPCC has researched possible partners for the development of a database but currently lacks the finances to realize a data system.

Increasing Demand for Community-Based Funding

As the FPCC program and services become more well know to our stakeholders and communities there is additional pressure on FPCC resources. In 2007, we started new immersion programs with pilot funding and in 2014 we are still at the same funding levels. It is very difficult to provide the programming and support services required to ensure every community has an opportunity to revitalize their arts and language programs. We are able to provide 72 grants per year and do our best to ensure at least the 34 language groups are considered for a grant. The FPCC Board and Advisory committee are supporting management to update and move forward with the business plan for additional investment in community- based programming.

Use of Technology

With our community partners, we are investing in new tools and technology to support First Nations to document and teach their languages. We are making these tools available to as many First Nations communities as possible. These tools connect the younger generations with their First Nations languages and include the online First Voices Language Tutor, and applications for the iPhone, iPad and iPod touch. FPCC apps have been a great investment and are connecting the younger generations to their languages and our organization.

OVERVIEW OF THE INTERNAL AND EXTERNAL BUSINESS AND POLICY ENVIRONMENT AFFECTING FINANCIAL OPERATIONS OVER THE PAST YEAR

Partnerships have been key to assisting FPCC to achieve its mandate this past year and will continue to be a focus of our approach in delivering our programs and services. The "Our Living Languages Exhibit" FPCC developed in partnership with RBCM will increase the visibility of our organization and the work of BC First Nations language champions and artists in BC and Canada. ATBC is also a new partner and we hope to work more with them to support First Nations artists through joint workshops and cross-marketing our initiatives. The ongoing support and partnerships FPCC staff have with First Nations artists, language champions and cultural experts contribute to the quality of our programs and services on a daily basis. Without the support of the BC First Nations communities FPCC would not be able to deliver its mandate.

MANAGEMENT PERSPECTIVE ON FUTURE FINANCIAL OUTLOOK COVERING AT LEAST THE THREE-YEAR PERIOD LISTED IN THE SERVICE PLAN

See Summary of Financial Results for funding estimates for the next three years.

FPCC is pleased to be delivering the funding from the Department of Canadian Heritage for the Aboriginal Languages Initiative. This significant investment in community-based language revitalization efforts has positively impacted the capacity and language revitalization in B.C First Nations communities. We anticipate that our long-standing partnerships with Ministry of Aboriginal Relations and Reconciliation, the BC Arts Council, and the New Relationship Trust will continue and we hope we can successfully meet the requirements of new funders. However, there are no long-term contracts in place and FPCC has no guaranteed funding, as all funds are proposal driven.

FPCC will use the updated Status of BC Languages Report, which will launch in 2014, to educate policy makers and build a business case for an investment in First Nations languages. As more evidence is available linking the benefits of immersion education and strengthening communities through culture, the case for investment in cultural programming becomes very clear.

The long-term financial forecast does not anticipate much growth in the economy. FPCC anticipates that fundraising will continue to be a challenge and be very competitive. We will likely need to invest in additional expertise and marketing to raise the profile of our work and the work of BC First Nations communities in meeting the challenge of arts and language cultural revitalization.

Appendix 1

LIST OF GRANT RECIPIENTS

PRE-SCHOOL LANGUAGE NESTS

Recipient	Language	Amount
Chief Atahm School / Adams Lake Band	Secwepemc	$20,000.00
Stz'uminus First Nation	Hul'q'umi'num	$20,000.00
Lower Nicola Indian Band	N'lakapamux	$20,000.00
Qaqauailas -Heiltsuk House of Learning	Hailhzaqvla	$20,000.00
Seabird Island Band	Halq'eméylem	$20,000.00
Nunwakola Cultural Society	Kwak'wala	$20,000.00
Tl'etinqox-T'in Government, Health Services	Tsilhqot'in	$20,000.00
Gitwangak Education Society	Gitksan	$20,000.00
Okanagan Indian Band	Nsyilxcen	$20,000.00
Kitsumkalum Band	Sm'algyax	$20,000.00
TOTAL		$200,000.00

MENTOR-APPRENTICE TEAMS

Team	Language	Amount
Cody Robinson / Kathy Robinson	Nuu-chah-nulth	$16,245.00
Kyla Schorneck / Vanessa Campbell	Squamish	$5,920.00
Robin Hunt / Violet Bracic	Kwak'wala	$21,520.00
Adam Manson / Gary Manson	Hul'q'umi'num'	$20,505.00
Jessie Hemphill / Thomas Henderson	Kwak'wala	$1,045.00*
Lori George / Arthur Pootlass (Deborah Nelson)	Nuxalk	$12,180.00
Crystal Tom / Doris Weget	Gitxsan	$21,195.00
Ben Louis / John Wilky Louie	Nsyilxcen	$16,330.00
Jusquan Bedard / Primrose Adams	Masset Haida	$15,695.00
Suzie Thomas / Elmer George (Janice Rose)	Lekwungen	$15,705.00
Aimee Lezard / Hazel Squakin	Nsyilxcen	$15,920.00
Sosan Blaney / Elsie Paul	Ey7a7juuthem	$16,385.00
Tellqelmucw H.S. (Michel / Billy / LeBourdais / Matthew)	Secwepemc	$5,100.00
Deborah Mack / Dorothy Shepherd	Ditidaht	$14,400.00
Sarah Peterson / Amber Eustache	Nsyilxcn	$5,050.00
Verna Williams / Yvette McMillan (Kim Hansen)	Nisga'a	$5,050.00
Cindy Jensen-Fisk / Barbara Sennott	Gitxsanimx	$5,050.00
Annie Major / Brenda Major	Nle?kemxcin	$14,800.00
TOTAL		$228,095.00

*This team attended the training (hence the travel grant) but had to withdraw)

LANGUAGE REVITALIZATION PLANNING PROGRAM

Recipient	Language	Amount
Tahltan Central Council	Tahltan	$17,000.00
Tseshaht First Nation	Nuu-chah-nulth	$17,000.00
Sliammon Nation	Ey7a7juuthem	$17,000.00
Tk'emlups te Secwepemc	Secwepemc	$17,000.00
Gitga'at First Nation	Smalgyax	$17,000.00
En'owkin Centre	Nsilxcen	$17,000.00
Skidegate Haida Immersion Program	Haida	$17,000.00
Kwakiutl Band	Kwak'wala	$17,000.00
Esquimalt Nation	Lkwungen	$17,000.00
Musqueam Indian Band	Hulquminum	$17,000.00
TOTAL		$170,000.00

Funding Partners:
First Peoples' Cultural Foundation $200,000.00
Ministry of Aboriginal Relations and Reconciliation $196,400.00
New Relationship Trust $200,000.00

FIRSTVOICES

Recipient	Project	Amount
Bonaparte Indian Band	Language Tutor lesson development and training	$12,000.00
Carrier Sekani Tribal Council	Language Tutor lesson development and training	$12,000.00
Cowichan Tribes	FirstVoices archive upgrades	$12,000.00
Esketemc Elders Society	Language Tutor lesson development and training	$10,000.00
Gitwangak Education Society	Language Tutor lesson development and training	$13,000.00
Hesquiaht Language Program	Language Tutor lesson development and training	$13,500.00
Kwakiutl First Nation	FirstVoices lesson development	$11,000.00
Lilwat7ul Culture Centre	FirstVoices archive upgrades	$11,000.00
Secwepemc Cultural Education Society	Language Tutor lesson development and training	$12,500.00
Simpcw First Nation	Language Tutor lesson development and training	$10,000.00
SPi7uySquqluts Language and Culture Society	Language Tutor lesson development and training	$13,500.00
Splatsin Tsm7aksaltn Society	FirstVoices archive upgrades	$12,500.00
Sto:lo Nation	Language Tutor lesson development	$11,000.00
Tsawwassen First Nation	Language Tutor lesson development and training	$12,000.00
Upper St'at'imc Language, Culture and Education Society	Language Tutor lesson development and training	$12,000.00
Wilp Wilxo'oskwhl Nisga'a Institute	FirstVoices archive upgrades	$11,000.00
Xeni Gwet'in First Nations Government	FirstVoices archive upgrades	$11,000.00
TOTAL		$200,000.00

Funding Partner: New Relationship Trust

ABORIGINAL LANGUAGE INITIATIVE

Recipient	Project	Amount
Bella Bella Community School	Language and Culture Camp and community language immersion classes	$34,750.00
Campbell River Indian Band	To incorporate seasonal teachings, bringing back seasonal ancient ceremonies for each season	$35,000.00
Ditidaht First Nation School	To restore and maintain language through recreating the Language Nest Building in the preschool and to expand it by including some of the semi-speaking school students	$26,580.00
Ehattesaht Chinehkint Tribe	To document an endangered language among the four northern Nuu-Chah-Nulth Tribes of Vancouver Island, and to capture the "Spirit of Language" in context.	$35,000.00
En'owkin Centre	A language immersion and culture camp that gives participants the opportunity to learn language and culture orally as well as via hands-on activities.	$35,000.00
Hesquiaht First Nation	To digitize, translate and share online and in DVD format videos of Elders speaking in language about Hesquiaht history and culture	$35,000.00
Ittatsoo Learning Centre	For fluent and semi-fluent speakers to transfer collected materials for digitization and to document new language texts	$35,000.00
Lake Cowichan First Nation	To host a summer 100% language immersion camp for the community	$16,652.00
Moricetown Band Council	To work with the community's only Fluent speaker--a school teacher--so she may share her knowledge and foster a desire for language learning in the community	$32,812.50
Nuyumbalees Cultural Centre	To continue documenting and recording Elders and fluent speakers of the Kwak'wala language. This project will promote healing and reconciliation amongst youth and intergenerational survivors of residential schools	$35,000.00
Okanagan Indian Band	To further develop the capacity of the fluent Elders' Advisory Group to support development of the language nest programs as well as development of resource materials for use in the nest programs and by the Early Childhood Centre and Elementary School	$35,000.00
Seabird Island Band	To develop language and culture resources for the Early Childhood programs and expand the resource library of audio and taped language resources	$35,000.00
Secwepemc Cultural Education Society	To offer three language immersion courses with cultural components, including an Elder mentor to assist learners in each course	$34,768.25
Skidegate Haida Immersion Program	To develop 10 children's books in the Haida language for parents to read to infants and toddlers. Photographs will be of children in the community and the books will be accompanied by audio disks of Elders reading in language	$35,000.00
Sto:lo Nation	To deliver customized learning materials and live training sessions in the Halq'emeylem language	$25,600.00

Taku River Tlingit First Nation	To digitize, preserve and distribute as learning materials the Tlingit language recordings held in archives	$32,959.00
Tk'emlups te Secwepemc	A two-week language and culture immersion camp within Tk'emlups te Secwepemc territory for families	$35,000.00
Tseshaht First Nation	To develop a five-year strategy to identify, construct and archive cissaa?Ath language and songs onto the FirstVoices databank and then to develop a ten-unit language tutor for Nuu-chah-Nulth communities, schools and children	$35,000.00
Tsleil-Waututh First Nation	To develop capacity by producing / training 5-10 conversant speakers as language teachers	$35,000.00
Upper Sta't'imc Language, Culture, and Education Society	To develop and enhance on-line learning resources involving Northern St'at'imcets dialects using FirstVoices technology	$35,000.00
Wet'suwet'en First Nation	To coordinate a language and culture camp within traditional territories where the Elders and fluent speakers will teach youth and other community members in the language while carrying out cultural activities	$26,858.66
WSANEC School Board	To help develop storybook resource materials based on traditional stories for use in the language nest and kindergarten programs	$35,000.00
TOTAL		$720,960.41

Funding Partner: Department of Canadian Heritage

B.C. LANGUAGE INITIATIVE

Recipient	Project Type	Amount
Coldwater Indian Band	To document, archive and make available nl?kepmx stories and legends	$15,000.00
Esquimalt Nation	To provide basic language instruction to community members with a focus on youth and children	$15,000.00
Gitksan-Wet'suwet'en Education Society	To explore feasts and other ceremonies and protocols in Gitxsan culture	$15,000.00
Lil'wat7ul Culture centre	To develop language storybooks in print and power point	$15,000.00
Musgamagw Dzawadz'enuxw Tribal Council	To prepare fluent Elders to work with language instructors in language camps	$15,000.00
Okanagan Indian Band	To facilitate the development of a cultural curriculum for OKIB's immersion programs for children	$15,000.00
Skeetchestn Indian Band	To document the western dialect of Secwepemctsin and to create a knowledge base of linguistic recordings	$15,000.00
Sto:Lo Shxweli Halq'emylem Language	To train youth in immersion classes, to work with customized supporting documentary materials, and to host "honouring" gatherings for Elders	$13,578.00
Treaty 8 Tribal Association	To document Dzne-zaa dialect differences and to develop language plans specific to early learners	$13,578.00
WSANEC School Board	To create 10 "Sencoten Outreach Kits" for the language community	$15,000.00

Yunesit'in Government	To create a Tsilqot'in-English phrasebook	$15,000.00
Yuutu it ath̓ First Nation	To complete a FPCC App and to expand the cohort of language instructors	$13,578.00
St'uminus First Nation	To assist in the development of a language website and to support the school's Language and Cultural Days	$11,867.00
TOTAL		$187,601.00

Funding Partners:
Ministry of Aboriginal Relations: $37,602.00
New Relationship Trust: $149,999.0

ABORIGINAL ARTS DEVELOPMENT AWARDS: EMERGING INDIVIDUAL ARTISTS

Recipient	Project Brief	Location	Affiliation	Amount
Archie Andrew	To carve and raise a memorial pole to honour and remember family and Elders that have passed	Tsartlip	Squamish	$5,000.00
Wade Baker	To conduct research and translate oral history from Elders into a written manuscript aboutalliance marriages	North Vancouver	Squamish, Kwakiutl, Tlingit, Haida	$5,000.00
Shirley Brown	To work with mentors, Robert and Shirley Hall, to learn more about ovoid and form line design and enhance her cedar bark weaving	Vancouver	Heiltsuk	$5,000.00
Rejean Saxixwtlala Child	To develop artistic skills and knowledge through mentorship with Kwakiutl Elders and mentors	Port Hardy	Kwakiutl	$5,000.00
Tanya Clarmont	To complete additional research and editing of a first novel	Victoria	Temagami	$5,000.00
Myrna Crossley	To expand her weaving skills and knowledge by working with mentor, Kɔ'a Louis	Brentwood Bay	Songhees	$5,000.00
Kerissa Dickie	To complete her first book entitled, 'An Insomniac's Raindance' - a memoir with short stories	Fort Nelson	Slavey Dene	$5,000.00
Crystal Favel	To research, write and rehearse a new digital storytelling piece	Vancouver	Cree Metis	$5,000.00
Levi George	To create a body of work featuring a fusion of contemporary/ traditional style footwear made with natural materials	Penticton	Syilx/Okanagan	$5,000.00
Kym Gouchie	To record an EP of original songs that can be shared with a broader audience	Penticton	Lheidli T'enneh / Carrie r/ Shuswap / Cree	$5,000.00
Monique Gray Smith	To begin research and writing for the first draft of a novel, the 'Tilly series'	Victoria	Peepeekisis	$5,000.00
Mia Hunt	To expand her knowledge of spruce root weaving and help return the practice to the Heiltsuk Nation	Vancouver	Heiltsuk / Cree Metis	$5,000.00
Dean Hunt	To create original music through 'The Monster Project', a collaboration with 2 other artists/ musicians	Sechelt	Heiltsuk	$5,000.00
Tara-Lynn Kozma-Perrin	To create a short film exploring the non verbal interactions between strangers at a bus stop	Abbotsford	Cree / Cote	$2,700.00

Aaron Leon	To create a photographic series documenting Kia7a's of the community and environment	Armstrong	Splatsin	$5,000.00
Ariane Medley	To weave a contemporary yet traditional Ravens Tail and cedar bark dress	Old Massett	Haida	$4,525.00
Audrey L.A. Morrison	To expand her clothing design skills by creating a beaded deer hide dress and moccasins	Vancouver	Tsimshian	$5,000.00
Tiffany Moses	To be mentored in song-writing and arrangement by Kinnie Starr during the development of 8 new songs	Vancouver	Pehdzeh Ki Dene	$5,000.00
Jasmine Netsena	To launch a national tour, performing and promoting material from a new CD	Fort Nelson	Tahltan / Dene	$5,000.00
Bernadette Novack	To enhance your clothing design skills, by experimenting with design and applique, with the guidance of mentors	North Vancouver	Tsimshian	$5,000.00
Avis O'Brien	To design, carve and paint a three foot wide cedar panel	Vancouver	Haida / Kwakwakw'wakw	$5,000.00
Sandy Powlik	To expand the audience for the music of Lola Parks by recording an album with producer Jeff Dawson	Victoria	Montagnais	$5,000.00
Wayne Russell Robinson	To create 'Balmoral Hotel', a 7-minute dance video that tells the story of a First Nations woman in Vancouver's Downtown East Side	Langley	Metis	$5,000.00
Kelly Roulette	To develop a series of paintings with the guidance of mentors Lawrence Paul and Lisa Yellowquill	Vancouver	Ojibway	$5,000.00
Byron J. Steele	To complete research and development of a new body of work for upcoming exhibitions in 2014/2015	Kamloops	Metis	$5,000.00
Jay Cardinal Villeneuve	To research and begin writing a dramatic feature film screenplay with Cree language dialogue	Vancouver	Woods Cree Metis	$5,000.00
Alex Wells	To enhance his profile and increase opportunities as a professional hoop dancer	Mount Currie	Lil'wat	$5,000.00
Tanina Rose Williams	To work with mentors to add new and old stories to her repertoire and perform at cultural events and venues	Mount Currie	Lil'wat	$5,000.00
Alvin Wilson	To have the time and materials to focus on carving, and create a logo piece for the Sliammon administration building	Powell River	Tla'amin/ Sliammon	$5,000.00
Nathan Wilson	To carve 2 model totem poles that will lead to carving 2 full-scale poles for Kitamaat	Prince Rupert	Haisla	$5,000.00
Stz'uminus First Nation	To assist in the development of a language website and to support the school's Language and Cultural Days			$11,867.00
TOTAL				$147,225.00

Funding Partner: BC Arts Council

ABORIGINAL ARTS DEVELOPMENT AWARDS: ORGANIZATIONS

Recipient	Project Brief	Location	Affiliation	Grant
Daylu Dena Council	To bring together all generations to revive traditional knowledge and art forms including storytelling, hide tanning, moosehair tufting, knife making, and drumming and singing.	Lower Post	Liard River	$25,000.00
First Nations, Inuit and Metis Artist Collective	To build the collective's organizational capacity and offer education programs during the First Nations, Inuit and Métis Art Show.	Sidney	Chickasaw-Cherokee	$23,000.00
Fort Nelson First Nation	To rebuild culture and community through transmission of traditional arts skills and knowledge, and promoting the work of community artists.	Fort Nelson	Fort Nelson	$25,000.00
Gitwangak Education Society	To continue realizing the Cultural Community Plan, with a focus on performing arts workshops for 15-20 people, including children, youth, and adults.	Kitwanga	Gitxsan	$25,000.00
Haida Gwaii Museum	To develop an exhibition highlighting the roles and responsibilities of traditional Haida art and artists, to educate and support emerging Haida artists	Skidegate	Haida	$20,000.00
Kama Creative Aboriginal Arts Collective	To build organizational capacity, while also supporting emerging and established theatre and visual artists through partnership projects and art exhibitions in the Okanagan.	Vernon	Okanagan	$25,000.00
Musqueam Indian Band	To engage, develop, and showcase Musqueam youth artists in a professional, museum quality environment.	Vancouver	Musqueam	$14,000.00
Na Aksa Gila Kyew Learning Centre	To explore and showcase Tsimshian culture, art and tradition through doll-making and doll house construction	Terrace	Tsimshian, Kitsumkalum	$6,000.00
Native Education College	To deliver a 5-month multi-disciplinary arts (theatre, drumming, singing, dance, weaving and carving), training project for a multi-generational group of Vancouver residents.	Vancouver	Lil'wat / Tseil-Waututh	$15,000.00
Nknaplks	To implement repetitive instruction for youth in Syilx song and dance, and then showcase this legacy to the Nation during a spring performance.	Vernon	Syilx / Okanagan	$15,000.00
Red: Digital Media Lab Collective	To develop Red: Digital Media Arts Lab to create a new art form, that expresses Haida form-line in animation, and 3D holographic projection within a media lab environment	Vancouver	Metis/Cree/ Haida	$25,000.00
Savage Society	To implement script development and production workshops for the "Pipeline" project, and to build administrative capacity for bookkeeping, strategic planning, communications and protocols.	New Westminister	Nlaka'pamux	$20,180.00
Skwlax Cultural Arts Group	To assist community artists to develop artistic skills, as well as exhibition and marketing knowledge through the launch and operation of a gallery.	Chase	Secwepemc	$10,000.00

The Arbour Collective	To increase administrative capacity and build on momentum from last year's successes by focusing on delivery of workshops and local arts programming	Kamloops	Secwepemc/ N'lakapamux	$23,000.00
Tseshaht First Nation	To support Tseshaht artist involvement in the development of a Tseshaht Traditional Whaling Exhibit, in partnership with the Port Alberni Maritime Heritage Society.	Port Alberni	Tseshaht	$15,000.00
T'Sou-ke Arts Group	To build organizational capacity during the development of an exhibition featuring 6 - 8 artists from the 3 Vancouver Island Nations, and delivering professional practices workshops.	Sooke	T'Sou-ke	$24,000.00
Ullus Collective	To evolve Ullus' operational base into an artist run centre, with a full-time artistic director, 2 part-time coordinators and an inaugural Syilx art exhibition	Penticton	Syilx/ Okanagan	$25,000.00
Wachiay Friendship Centre	To provide youth with 25 weeks of arts mentorship (printmaking and graphic design), under the guidance of local artists	Courtenay	Multi-Nations	$16,000.00
West Coast Women Artists	To increase the organizational capacity of the collective while developing an exhibition for member artists	Vancouver	Multi-Nations	$24,000.00
Lilwat 7ul Culture Centre	To enhance skills for artists and management staff through the planning and delivering of teacher training for artists, during workshops for the community	Mount Currie	Lilwat	$12,000.00
TOTAL				$387,180.00

Funding Partners:
BC Arts Council: $276,503
MACF: $110,677

ABORIGINAL ARTS DEVELOPMENT AWARDS: SHARING TRADITIONAL ARTS ACROSS GENERATIONS

Recipient	Project Brief	Location	Affiliation	Grant
Barry Sam	To share carving skills and related traditional teachings through "Widening the Circle - taking tradition on the road"	Brentwood Bay	Salish Tsartlip	$12,000.00
Clayton Gauthier	To work with two mentors on a canoe project and on carving	Prince George	Carrier / Cree	$10,000.00
Debra Sparrow	To teach Coast Salish weaving to youth and adults through a hands-on approach and with storytelling	Musqueam	Salish	$12,000.00
Gitxsan Health Society	To offer a 6 month mentorship program for artists emerging as teachers in their art form	Hazelton	Gitxsan	$12,000.00
Klahoose First Nations	To have artist mentors from Sliammon teach Klahoose community members carving, wool weaving and cedar bark gathering and weaving	Cortez Island	Sliammon and Klahoose	$10,000.00
Okanagan Indian Band Territorial Stewardship Division	To teach traditional art classes to children	Vernon	Syilx/ Okanagan	$12,000.00

Randy Frank	To introduce the art of totem pole carving to urban Aboriginal youth	Courtney	K'omox	$11,000.00
Rebecca Campbell	To teach Squamish Nation children and youth how to make and care for their traditional regalia	West Vancouver	Squamish	$11,850.00
Roland Stump	to research and document Tsilhqot'in legends, stories and songs with the goal of passing them on to the next generation	Alexis Creek	Tsilhqot'in	$10,000.00
Secwepemc Child and Family Services Agency	To provide opportunities for Elders and cultural resource people to share their traditional knowledge with children in care and caregivers	Kamloops	Secwepemc	$12,000.00
Wa'aas Weavers	To pass on knowledge of rare grass weaving to a group of Nuu-chah-nulth women	Victoria	Nuu-chah-nulth	$12,000.00
Charles Henry	To provide cedar basket weaving, Cowichan knitting and drum making workshops to youth	Duncan	Penelakut	$10,350.00
TOTAL				135,200.00

Funding Partners:
BC Arts Council: $33,525 (includes $1,575 from reclaimed 2012/13 grant funds from incomplete project)
New Relationship Trust: $71,675 (includes $1675 from reclaimed 2012/13 grant funds from incomplete project)
Margaret A. Cargill Foundation: $30,000

ABORIGINAL ARTS DEVELOPMENT AWARDS: ARTS ADMINISTRATOR INTERNSHIPS

Recipient	Project	First Nation	Locations	Amount
Candace Curr at the Bill Reid Art Gallery	Candace Curr will engage in an internship at the Bill Reid Art Gallery, where she will learn about administrative structures, and exhibition programming and planning, under the mentorship of CEO, Mike Robinson and curator, Kwiaawah Jones.	Nuu Chah Nulth	Vancouver	$30,000.00
Calvin Stimson at Moosewa Films	Calvin Stimson will engage in an internship with Moosewa Films, where he will learn about the administrative aspects of making a TV. series, and take steps towards becoming a producer, under the mentorship of Hilary Prior and Art Napoleon.	Kwagiulth/ Cree	Victoria	$29,645.00
Karen Aird at Tse'K'wa Cultural Centre	Karen Aird will engage in an internship with Tse'K'wa Cultural Centre where she will participate in the development of cultural education tours and workshops, storage, display & repatriation procedures and a digital database, under the mentorship of Julie Harris.	Saulteau	Fort St. John	$29,000.00
TOTAL				88,645.00

Funding Partners:
BC Arts Council: $9,322.00
New Relationship Trust: $70,000.00
Margaret A. Cargill Foundation: $9,323.00

CULTURAL INSTITUTE

FUTURE VISION FOR THE ORGANIZATION

Establishment of a First Peoples' Cultural Institute

Even with the economic uncertainty we are now facing, we are determined to realize our vision for a centre that will continue to raise the profile of First Nations arts, languages and cultures in British Columbia.

The First Peoples' Board of Directors envisions the First Peoples' Cultural Institute as B.C.'s version of the Smithsonian Institute—a First Nations-run centre that attracts positive attention from around the world for the government of B.C. and its policies of reconciliation. However, it would be unique in that it would not be a museum in the traditional sense, but a demonstration of living First Nations cultures. This vision for the future clearly ties together all of the goals that have been outlined in this Annual Report.

The Institute would house FPCC in a new space that would include an art gallery, recording facilities, offices and working space for learning and passing on cultural knowledge—an incubator for cultural expression and the development of cultural experts, and an international showcase of B.C. First Nations' cultures. It would also expand and enhance the arts, culture and language programming of the Council to fulfill its complete mandate.

While the Institute would serve First Nations communities, cultural centres, Elders and artists, it would also importantly provide opportunities for First Nations youth to forge deeper connections with their heritage, arts, language and culture. This is key to the survival of First Nation's cultural and linguistic practices in B.C.

In order to achieve this important vision, FPCC needs to build capacity within the current organization. Institutions such as the Royal B.C. Museum and the Museum of Anthropology are able to raise millions of dollars from public and private sources because they have infrastructure in place. In fiscal 2012/13, we announced that we will be partnering with the Royal BC Museum on a First Nations Languages Exhibition, which will launch at the museum on June 21, 2014, National Aboriginal Day. This project will demonstrate FPCC expertise to funders and partners and will strengthen our ability to fulfill our full mandate and deliver even more successful programming as legislated by the government of B.C. for all First Nations in the province.

Appendix 3

ABORIGINAL LANGUAGES IN BC

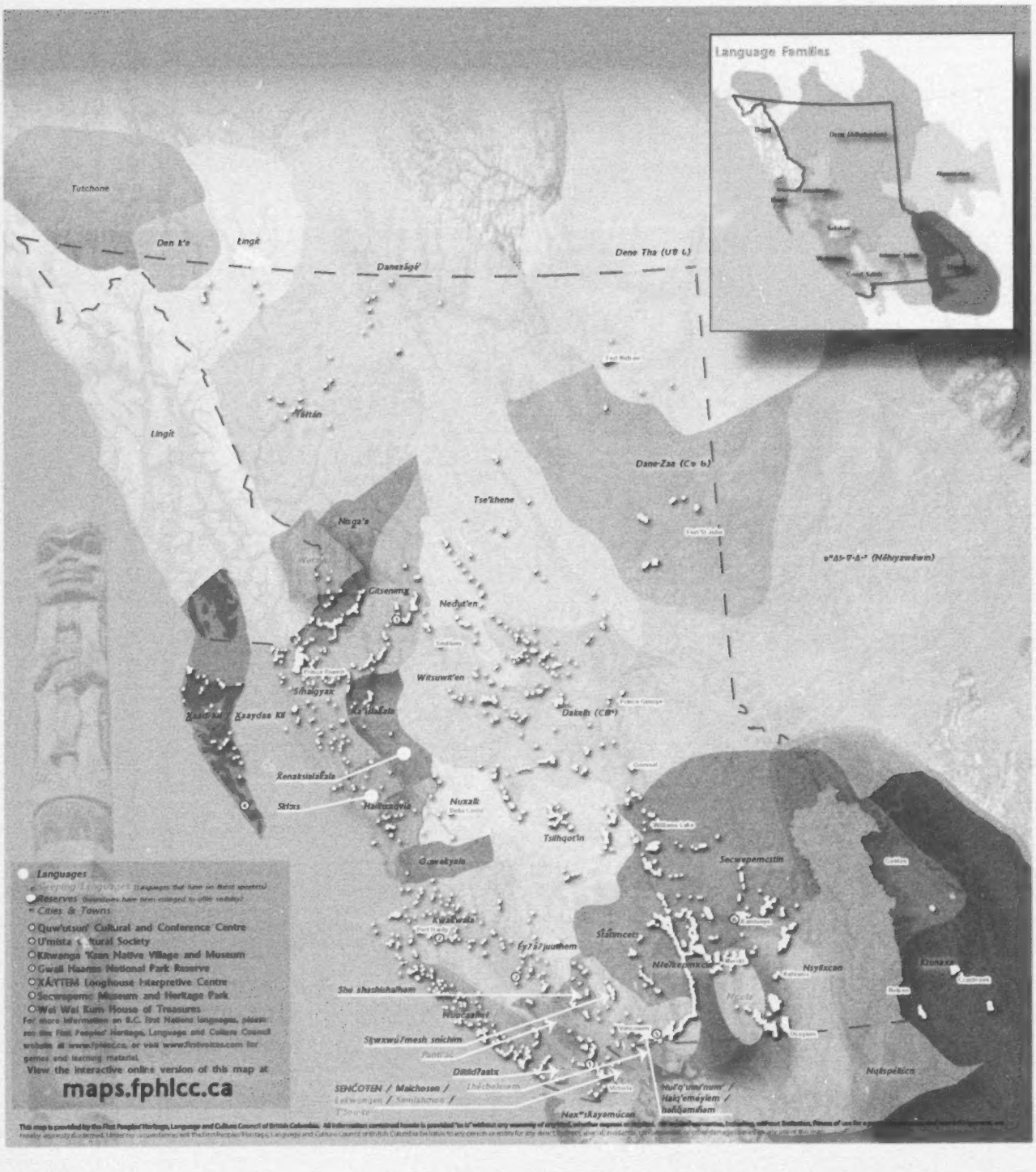
FAMILY SUBFAMILY	LANGUAGE GROUP NAME1	OTHER LANGUAGE NAMES2
ALGIC ALGONQUIAN	Anishnaubemowin	Saulteau, Plains Ojibway, Ojibway
ALGIC ALGONQUIAN	ᓀᐦᐃᔭᐍᐏᓂ (Nēhiyawēwin)	Cree
ATHABASKAN-EYAK-TLINGIT3 DENE (ATHABASKAN	Dakelh (ᑕᗷᒡ)	Carrier, les Porteurs, Takulie, Takelne, Dakelhne
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Dane-Zaa (ᑕᓀ ᑲ)	Beaver Dunne-za dʌnneza Dane-zaa Zǟǟgé?
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Danezāgé'	Kaska Kaska Dena
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Dene K'e	Dene Dene Tha' Acha'otinne
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Nedut'en / Wet'suwet'en	Babine Lake Babine, Nadot'en Nedut'en Nat'oot'en Wet'suwet'en Babine-Witsuwit'en Bulkley Valley/Lakes District Language
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tāłtān	Tahltan Nahanni
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tse'khene	Sekani Tsek'ehne Tsek'hene tθek'ehne
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tsilhqot'in	Chilcotin Tzilkotin
ATHABASKAN-EYAK-TLINGIT DENE (ATHABASKAN)	Tutchone (Southern)	Tutchone
ATHABASKAN-EYAK-TLINGIT TLINGIT	Łingít	Inland Tlingit
KTUNAXA	Ktunaxa	Kootenay Kootenai
SALISHAN COAST SALISH	Ɂy7á7juuthem	Mainland Comox Comox Sliammon
SALISHAN COAST SALISH	Hul'q'umi'num' / Halq'eméylem / hən̓q̓əmin̓əm	Hul'q'umi'num' Halq'eméylem hən̓q̓əmin̓əm Halkomelem
SALISHAN COAST SALISH	SENĆOŦEN / Malchosen / Lekwungen / Semiahmoo / T'Sou-ke	Northern Straits Salish
SALISHAN COAST SALISH	She shashishalhem	Sechelt sháshishálem
SALISHAN COAST SALISH	Sḵwx̱wú7mesh sníchim	Squamish
SALISHAN INTERIOR SALISH	Nłeʔkepmxcín	Thompson Nlaka'pamux Nlha7kapmx

SALISHAN INTERIOR SALISH	Nsyilxcən	Okanagan
SALISHAN INTERIOR SALISH	Secwepemctsin	Shuswap Secwepemc
SALISHAN INTERIOR SALISH	Stáłímcets	Stáłímc Lillooet Statimc Stl'atl'imx Stl'atl'imc SA'aX'imxəc Stlatliumh Slatlemuk
SALISHAN NUXALK	Nuxalk	Bella Coola Nass
TSIMSHIANIC	Gitsenimx	Gitsanimx Gitxsan Gitxsen Gitksan Hazelton
TSIMSHIANIC	Nisga'a	Nisga'a Nishga Niska' Nisk'a'
TSIMSHIANIC	Sk:xs	Klemtu Southern Tsimshian
TSIMSHIANIC	Sm̓ałgyax	Coast Tsimshian Tsimshian
WAKASHAN	Diitiid?aatx	Ditidaht Nitinat
WAKASHAN	Hailhzaqvla	Heiltsuk Bella Bella Heiltsuk-Oweek'ala
WAKASHAN	Kwaƙwala	Kwakwaka'wakw Kwakiutl
WAKASHAN	Nuučaaɬuɬ	Nuu-chah-nulth Nootka4 Nootkans West Coast Aht
WAKASHAN	Oowekyala	Oowekeno Oweek'ala Heiltsuk-Oweek'ala
WAKASHAN	Xenaksialaƙala / Xa"islaƙala	Kitimat Kitlope Northern Kwakiutl
XAAD KIL	X̲aad Kil / X̲aaydaa Kil (Haida)	Haida

1. The "Language Names" are those used on First Peoples' Language Map of British Columbia and were compiled in consultation with First Nations communities in B.C.
2. The "Other Language Names" are as listed on First Peoples' Language Map of British Columbia. Some of these names may no longer be in use, and may not be deemed acceptable by the relevant community.
3. The Athabaskan-Eyak-Tlingit family is part of the larger Dené-Yeneseian language family.
4. This is an outdated term for Nuučaaɬuɬ (Nuu-chah-nulth) that some Nuučaaɬuɬ people consider derogatory.

Appendix 4

FIRST PEOPLES' LANGUAGE MAP OF B.C.



FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

FINANCIAL STATEMENTS

Year Ended March 31, 2014

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

FINANCIAL STATEMENTS

Year Ended March 31, 2014

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First Peoples' Heritage,
Language & Culture Council

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Management's Report

Management's Responsibility for the Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements and schedules, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing a system of internal controls to provide reasonable assurance that reliable financial information is produced.

The Board of Directors are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls and exercises these responsibilities through the Board. The Board reviews internal financial statements on a monthly basis and external audited financial statements yearly.

The external auditors, COWLAND PATERSON & CO., conduct an independent examination, in accordance with Canadian auditing standards, and express their opinion on the financial statements. The external auditors have full and free access to financial management of First Peoples' Heritage, Language and Culture Council and meet when required.

On behalf of First Peoples' Heritage, Language and Culture Council

Tracey Herbert
Executive Director

May 12, 2014

cowland paterson & co
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INDEPENDENT AUDITOR'S REPORT

To the Members of First Peoples' Heritage, Language & Culture Council

We have audited the accompanying financial statements of First Peoples' Heritage, Language & Culture Council, which comprise the statement of financial position as at March 31, 2014 and the statements of operations, change in net financial assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

(continues)

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of First Peoples' Heritage, Language & Culture Council as at March 31, 2014 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Sidney, British Columbia
May 12, 2014

PROFESSIONAL ACCOUNTANTS

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Financial Position

March 31, 2014
(In Thousands of Dollars)

	2014	2013
Financial Assets		
Cash and Banks	527	673
Accounts Receivable	27	149
GST Receivable	20	37
Due from Government	772	265
	1,346	1,124
Liabilities		
Accounts Payable and Accrued Liabilities	692	417
Deferred Contributions (Note 5)	309	356
Total Liabilities	1,001	773
Net Financial Assets	345	351
Non-Financial Assets		
Tangible Capital Assets (Note 4)	34	28
Prepaid expenses	5	5
Total Non-Financial Assets	39	33
Accumulated Surplus	384	384

Approved By The Board:

Director

Director

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Operations

Year Ended March 31, 2014

(In Thousands of Dollars)

	Budget	2014	2013
Revenue			
Grants	3,684	3,940	3,882
Interest and other	114	36	95
Administration fees	61	68	54
Deferred Revenue	103	52	(323)
Total Revenue	3,962	4,096	3,708
Expenditures			
Arts Programs	985	994	718
First Voices Programs	395	398	419
Language Programs	1,794	1,807	1,786
Operating expenses	748	880	746
Amortization	40	17	39
Total Expenditures	3,962	4,096	3,708
Annual Surplus (Deficit)	0	0	0
Accumulated surplus, beginning of year	384	384	384
Accumulated surplus, end of year	384	384	384

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Statement of Change in Net Financial Assets

Year Ended March 31, 2014

(In Thousands of Dollars)

	Budget	2014	2013
Annual Surplus	0	0	0
Acquisition of tangible capital assets	(15)	(23)	(16)
Amortization of tangible capital assets	40	17	39
Increase (decrease) in net financial assets	25	(6)	23
Net financial assets, beginning of year	302	351	328
Net financial assets, end of year	327	345	351

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Statement of Cash Flow

Year Ended March 31, 2014

(In Thousands of Dollars)

	2014	2013
Cash flows from operating activities		
Cash received from:		
BC Arts Council	740	505
BC Ministry of Aboriginal Relations & Reconciliation	1,071	1,051
Canada Council of the Arts	20	4
Department of Canadian Heritage	797	807
First Peoples' Cultural Foundation	250	230
Geospatial	13	81
Google Inc.	42	135
Margaret A. Cargill Foundation	-	250
New Relationship Trust Corporation	750	797
Royal BC Museum	257	-
University of Victoria	-	18
Administration fees	68	54
Interest Income and other miscellaneous receipts	36	99
Net change in non-cash item - deferred contributions	52	(323)
	4,096	3,708
Cash used for grants and awards	(2,504)	(2,278)
Cash used for salaries and benefits	(864)	(795)
Cash used for materials and services	(851)	(338)
	(4,219)	(3,411)
	(123)	297
Cash flows from financing activities		
Repayments from the First Peoples' Cultural Foundation	-	100
Cash flows from investing activities		
Purchase of capital assets	(23)	(16)
Increase (Decrease) in cash	(146)	381
Cash, beginning of year	673	292
Cash, end of year	527	673

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' HERITAGE, LANGUAGE & CULTURE COUNCIL

Notes to Financial Statements

Year Ended March 31, 2014

1. PURPOSE OF THE ORGANIZATION

The First Peoples' Heritage, Language and Culture Council ("the Council") is a Crown Corporation, established under the First Peoples' Heritage, Language and Culture Act and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language, and culture;
- To increase understanding and sharing of knowledge, within both First Nations' and non-First Nations' communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among British Columbians.

2. SIGNIFICANT ACCOUNTING POLICIES

(a) Conversion to Public Sector Accounting Standards
Commencing with the 2011/2012 fiscal year, the Council has adopted Canadian public sector accounting standards.

(b) Amortization
Rates and bases of amortization applied to write off the cost less estimated salvage value of capital assets over their estimated lives are as follows:

Leasehold improvements	7 years, straight-line
Furniture and equipment	5 years, straight-line
Computers	3 years, straight-line
Computer software	3 years, straight-line

No amortization has been taken on the Art Collection.

(c) Revenue Recognition
The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

(d) Donated Services and Materials
Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a number of volunteer hours from the Board of Directors, which have not been recognized, due to the difficulty of estimating their value.

(e) Use of Estimates

In preparing the Council's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenue and expenses during the period. Actual results could differ from these estimates.

(f) Financial Instruments

The Council's financial instruments consist of cash, receivables, payables and accruals. Unless otherwise noted, it is management's opinion that the Council is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximates their carrying values, unless otherwise noted.

3. RELATED PARTY TRANSACTIONS

The Council's directors are appointed by the Minister of Aboriginal Relations and Reconciliation from the Advisory Committee which has tribal council representatives from First Nations across the province of British Columbia. It is, therefore, inevitable that there will be grants made to a community within a tribal council that a Council member represents. A standard application and peer review process ensuring that there is not a conflict of interest is followed in all cases to determine which communities are awarded grants.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

4. CAPITAL ASSETS

(in Thousands of Dollars)

	Cost	Accumulated Amortization	2014 Net	2013 Net
Art Collection	14	-	14	13
Computer equipment	240	223	17	11
Furniture and equipment	83	82	1	2
Leasehold improvements	167	167	-	-
Software	50	48	2	2
	554	520	34	28

5. DEFERRED CONTRIBUTIONS

The Council has continuing programs at March 31, 2014. Contributions are recognized as revenue in the fiscal year the related expenses are incurred or services are performed. Contributions have been deferred as follows:

(in Thousands of Dollars)

	2014	2013
BC Arts Council	196	25
Canada Council for the Arts	13	9
Fort Good Hope	-	14
Google Inc.	8	61
Liard First Nations	1	-
New Relationship Trust Corporation	-	10
Margaret A. Cargill Foundation	16	235
Royal BC Museum	73	-
University of Victoria	2	2
	309	356

6. CAPITAL STOCK

The capital of the Council is one share with a par value of $100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

7. PUBLIC SERVICE PENSION PLAN

The Council and its employees contribute to the Public Service Pension Plan. The Plan is a multi-employer defined benefit plan. The British Columbia Pension Corporation administers the Plan, including the payment of pension benefits on behalf of employers and employees in accordance with the Public Sector Pension Plans Act.

The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions.

8. COMMITMENTS

Effective February 14, 2014, the Council entered into a seven year lease agreement with the Tsartlip First Nation. The lease expires on February 14, 2021 for its premises. The minimum rent payable per year is as follows:

	(in Thousands of Dollars)
2015	42
2016	42
2017	42
2018	42
2019	42
2020	42
	252

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Grant Revenue

Year Ended March 31, 2014

(In Thousands of Dollars)

	Budget	2014	2013
Revenue			
BC Arts Council	535	740	505
BC Ministry of Aboriginal Relations & Reconciliation	1,051	1,071	1,051
Canada Council for the Art	20	20	4
Department of Canadian Heritage	830	797	807
First Peoples' Cultural Foundation	250	250	230
Geospatial Project	0	13	81
Google Inc	50	42	135
Margaret A. Cargill Foundation	198	0	250
New Relationship Trust Corporation	750	750	797
Royal BC Museum	0	257	0
University of Victoria	0	0	18
Other	0	0	4
Total Revenue	3,684	3,940	3,882

FIRST PEOPLES' HERITAGE, LANGUAGE AND CULTURE COUNCIL

Schedule of Operations by Program (Unaudited)

Year Ended March 31, 2014

(In Dollars)

	Administration	Arts Program	First Voices	Language Program	Total
Revenue					
Canada Council for the Arts	0	20,000	0	0	20,000
DCH	0	0	0	796,580	796,580
BC Arts Council	0	740,000	0	0	740,000
MARR	507,233	44,620	173,644	345,787	1,071,284
FPCF	1,994	0	0	247,239	249,233
New Relationship Trust	0	150,000	200,000	400,000	750,000
Google Inc	42,450	0	0	0	42,450
Geospatial Revenue	12,927	0	0	0	12,927
RBC Museum Revenue	257,035	0	0	0	257,035
	821,639	954,620	373,644	1,789,606	3,939,509
Revenue - Other					
Interest and other	16,288	167	10,386	9,267	36,108
Administration fees	68,388	0	0	0	68,388
Deferred Revenue	(11,657)	38,865	14,160	10,169	51,537
	73,019	39,032	24,545	19,436	156,033
Total Revenue	894,658	993,652	398,190	1,809,042	4,095,542
Expenditures					
Grants	100	759,436	237,011	1,507,327	2,503,936
Bank charges	739	0	0	0	739
Communications	11,079	690	0	0	11,769
Community expenses	16,761	26,600	0	61,101	104,462
Contractor fees	166,016	18,421	0	40,282	224,719
Council and advisory expenses	43,048	0	0	0	43,048
Equipment rental	4,268	0	0	0	4,268
Insurance	5,886	0	0	0	5,886
Jury / Peer Review Committee	2,000	15,789	0	4,364	22,153
Licenses and fees	15,811	0	0	0	15,811
Office	33,748	21,800	0	55,374	110,922
Professional fees	24,203	0	0	0	24,203
Protocol	7,939	1,255	0	0	9,194
Rent	42,000	0	0	0	42,000
Repairs and maintenance	10,580	0	0	0	10,580
Travel	42,882	11,630	14,476	6,077	75,065
Utilities	5,500	0	0	0	5,500
Wages and benefits	447,481	137,969	146,703	132,363	864,496
Total Expenditures	880,023	993,652	398,190	1,806,888	4,078,753
Excess (Deficiency) of Revenue over Expenditure before amortization	14,635	0	(0)	2,154	16,789
Amortization	16,789	0	0	0	16,789
Excess (Deficiency) of Revenue over Expenditure	(2,154)	0	(0)	2,154	0

The accompanying notes and supplementary schedules are an integral part of these financial statements

FIRST PEOPLES' CULTURAL COUNCIL

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